



## Opportunity Profile

# ***Pastor of Worship***

## **Grace Covenant Church**

*Eric Liddell in “Chariots of Fire” said, “I run because I feel God’s pleasure.” We are looking for a man who has an equal passion for worship.*

*Grace Covenant Church is looking for a man who is a deep and daily worshipper of God, a person who is staying close to the heart of God, who from the overflow of a personal experience of God will lead the congregation in worship. As Grace moves into its new 1,500 seat building, the church desires to keep a strong focus on vibrant worship.*



*This person will be the primary leader of the contemporary services and work with the Senior Pastor and Executive Pastor in the creative and strategic needs of worship. By equipping and leading paid staff and ministers (at Grace, every believer is a minister), this person will impact every adult and youth at the church.*

## Austin & the Flavor of Grace Covenant

Grace Covenant Church ([www.grace360.com](http://www.grace360.com)) is a dynamic and rapidly growing conservative evangelical church in the northwest section of Austin, the sixteenth largest city in the United States. The city of Austin has a population of 700,000 and a metropolitan population of over 1,400,000.

The character of Austin is reflected in Grace Covenant Church:

- ◆ Austin is home of one of America's largest universities—[The University of Texas](#) at Austin has over 50,000 students. At Grace, these attributes are reflected in penetrating biblical sermons that reach the heart, mind, and intellect. Members are trained in a strong Protestant tradition—to read and understand the Bible for themselves. A very large number of adults have collegiate and graduate degrees.
- ◆ The city government of Austin calls itself “[the live music capital of the world](#).” Currently at Grace, the two “contemporary” and one “classic” worship services contain teams of outstanding musicians, many of whom have professional music careers outside of church. An Associate Director leads the classic worship service. Grace is exploring video venues for other styles of worship.
- ◆ Austin is the [seat of the government](#) for the state of Texas—with a feeling of influence beyond the city borders. At Grace, local and international missions are important, having a ministry to those beyond our church grounds.
- ◆ Austin has a motto to support city business and culture, “[Keep Austin Weird: collaborative fission of coordinated individualism](#).” Grace has what few churches have—an openness to diversity—accepting people for who they are and how God is drawing them to Himself. Much of Austin's businesses are “high tech,” spawning many affluent and upscale residents. Many businesses are “start-ups,” giving the city a flavor of entrepreneurial risk-takers.

A church is called to model its ministry and ministers after Christ—at Grace each believer is a minister. A church is also called to be relevant to its society, “to seek and save the lost.” Grace tenaciously holds to its biblical beliefs and core values.

## Vision of Grace Covenant Church

Every church needs to have a vision statement that answers the question, “Why do we exist?” Grace filters every program, budget request and idea through its vision statement. If whatever is planned doesn't help meet the vision, then it isn't done.

***Grace Covenant Church exists to glorify God by leading people to Christ and presenting each believer mature in Christ. Grace desires to be “a courageous church, where every believer is a minister, equipped and united, to impact people for Christ, for the glory of God.”***

- ◆ Our lives and ministries are to be Christ-centered, reflecting the following values in balance:
  - The Bible: we desire to hold and teach Biblical truth unequivocally. (Matthew 5:18; John 10:35; 2 Timothy 4:2; 2 Timothy 3:16-17; 2 Peter 1:20-21; Revelation 22:18-19)
  - Prayer and Worship: we desire to have a deep personal and congregational relationship with God through meaningful prayer, praise and worship. (Philippians 4:6-7; Matthew 22:37; Psalm 63:1-6; John 15:7)
  - Community: we desire to relate biblically and with love toward one another using our Covenant of Fellowship as our basis. (Ephesians 4:1-6; John 1:3; Hebrews 10:24-25)
  - Evangelism and Global Outreach: we desire to share the Gospel boldly by life and by word. (John 17:24; 1 Peter 3:15; Acts 1:8; Matthew 4:19; Romans 1:16; Matthew 28:19-20)

Grace Covenant uses a “3 Cog” motif for explaining how members learn in different sized groups. The first cog is “Worship,” where every member can participate in corporate worship—which can be continued in private and family worship. The worship services are designed for believers in Christ to worship the triune God. Seekers and “de-churched” people are welcome to see how Christians worship in Word and Truth. The second cog is “Learning.” The medium-sized Sunday Adult Learning Communities are vital to the growth of members, prayer and fellowship. The third cog is “Connection.” These small groups emphasize study of the sermon, relationships and doing ministry together.



## **The Organization**

The church emerged from a home Bible study in 1968. The first study was on the biblical covenants, culminating with the “grace covenant” and so the name of this independent Bible church. In 2004, the ministry celebrated its 35<sup>th</sup> year. Early pastors were Dick Flaten and Max Anders, followed by Jim Rose. Matt Cassidy became the fourth Senior Pastor in 2002, having served on the staff for 13 years in other positions.

Today, the community of Grace Covenant includes over 2,000 adults. The three worship services—a “classic” service at 8:00 and “contemporary” services at 9:30 and 11:00 am draw more than 1,100 people each week; the new worship center will seat 1,500. There are over 360 children in Children’s Education and 250 youth in the Attic (7-12<sup>th</sup> grades). Midweek AWANA attracts over 200 kids. There are over 35 home study groups, called Impact Groups, that continue the study from the Sunday sermon. Fourteen Adult Learning Communities and ten Introductory/Equipping Classes allow people to gather on Sunday morning in medium-sized groups for study, prayer and fellowship. Local and International Missions are also important at the church, with a significant amount of people and funds being invested each year.

## **Strategic Priorities**

Grace Covenant is a church on the move—literally. After two years of careful study, in 2004 the leadership set forth a master plan to build or rebuild almost every building on the church campus. The goal was to accomplish this Herculean feat with the minimal use of long-term debt. Over eight million dollars were pledged for the first phase of the project: a new office building for staff, renovation of the old office building for Children’s Ministry and a new 1,500 seat worship center.

- ◆ In the spring of 2005, the congregation pledged \$8,000,000 for the new building. An adjacent office building was purchased for staff offices and renamed the Grace360 building.
- ◆ In the summer of 2005, the staff moved from the Cornerstone building into the Grace360 building.
- ◆ In the summer of 2006, renovation was completed on two floors of the Cornerstone building. This created new Early Childhood facilities.
- ◆ In the fall/winter of 2006, the old Children’s Education building will be demolished.
- ◆ In the spring of 2007, the new worship center will break ground.

Grace is a church that is planning for the future—including the staff needed as the church grows. The Worship Pastor is a vital part of the staffing needs at the church.

## **Dedicated to Giving**

Few churches have a history of such dedicated giving. The leaders of the church have made a commitment to give ten percent of their income to Grace Covenant. The percentage of donations by members/attendees is among the top one percent in the United States.

## Reporting Relationships

The Worship Pastor will report to one of the Executive Pastors. Grace has a three person executive team, consisting of the Senior Pastor and two Executive Pastors.

## Primary Function

The Pastor will respond to a genuine call from God to:

- ◆ **Design and lead** the contemporary worship services at Grace.
  - Be an artist to lead the church in worship. A competent staff (Administrative Assistant, worship service coordinator, volunteers) will execute the details.
  - Grace does not see itself as having what some would call “bubble gum radio” music. It has a strong history of various genres in its worship, such as mainstream contemporary Christian, touches of smooth jazz, occasional country & western, even some blues and big brass. Worship can have an Austin style of rhythm & blues elements, with minor thirds, improvisational solos, riffs and a blues scale.
  - Biblical teaching is vital at Grace and this extends to music. Good theology is important in music.
  - Austin is an eclectic town and some have called Austin music “eclectic with edges.” At Grace, worship is often varied from Sunday to Sunday. In the Sunday morning services, Grace doesn’t do heavy metal, rap, excessive animations on stage or performances.
  - Some expressions, such as heavy metal, rap or cutting edge contemporary could be incorporated into a future Sunday evening service.
  - Grace regularly enjoys instruments such as acoustic and bass guitar, e-drums and piano. It also enjoys a wide range of occasional instruments, including trumpet, violin, fiddle, saxophone, harp, mandolin, trombone, percussion.
  - At Grace, substance triumphs over form.
- ◆ **Collaboratively** work with the weekly Worship Planning Team and the Monthly Worship Committee to plan, evaluate and execute the worship services.
  - The Worship Pastor needs to know the contemporary music scene and will guide/educate people on the planning team about current and upcoming music.
- ◆ **Oversee and Build** strong leaders and effective teams of ministers in the Worship Ministry—at Grace, every believer is a minister. Proactively seek

and build leaders according to their giftedness. Give direction to the leaders and ministers by clearly communicating vision and strategy on a regular basis.

- Grace has many volunteer musicians. We love for people to use their gifts.
  - Grace has some paid musicians of extraordinary talent.
  - All worship leaders must be growing believers who do not have major growth issues in their lives (such as open sin).
  - Backup musicians can be non-believers. Our preference is to use church musicians first, then those from the evangelical community, then others.
- ◆ **Recruit**, challenge, train and develop current and future people to become part of the Worship Ministry program as staff, leaders and ministers. Oversee the paid staff: Administrative Assistant, Musicians, and possible Interns.
- Errors and problems will occur on Sunday morning. Grace is looking for someone who will help the worship team grow through a problem and keep the worship experience authentic. Grace does not want to be “so polished that we lose authenticity.” At the same time, we don’t want this to be an excuse for being lazy or sloppy.

### **Additional Duties and Responsibilities**

- ◆ Assess the current needs of the congregation for growth in Worship Ministry.
- ◆ Be informed of trends and culture as it relates to Worship Ministry.
- ◆ Develop effective relationships with congregational leaders and key volunteers.
- ◆ Ensure that conflicts and complaints within the department and staff are quickly identified and resolved in a biblical manner.

### **Education & Theology**

- ◆ The Pastor may have a Master of Divinity degree or similar advanced degree. Candidates with only a Bachelor’s degree may apply, but must have the highest professional qualifications.
- ◆ The candidate will have a history of an ongoing program of personal and professional development.
- ◆ The candidate will have a theological base shaped by conservative evangelical theology and can fully agree with and teach the [church’s doctrinal statement](#).

## Experience

- ◆ The candidate may have experience in a multiple staff church setting, with a minimum of five years ministry experience.

## Key Competencies/Attributes

- ◆ A **shepherd** with a heart for worship ministry. A born-again Christian with integrity, high moral values and a genuine call from God to this church and position.
- ◆ A **highly effective relational leader** who inspires, motivates and mobilizes others to strive for and attain dreams and goals that are bigger than they thought possible. A leader who can inspire others with vision so as to achieve desired results. A sensitive leader who is aware of this multi-cultural, multi-ethnic and multi-generational congregation.
- ◆ A **skilled communicator**, with keen listening skills and effective oral communications.
- ◆ A mature, self-sacrificing and driven **team player**. One who is committed to the success of the ministry and others.

## Compensation & Commitment

Compensation will be commensurate with other worship pastors of similarly sized congregations, as based on the annual salary survey by the National Association of Church Business Administrators ([www.nacba.net](http://www.nacba.net)). A relocation budget will be provided. Two weeks of paid vacation along with 9 paid holidays and 2 personal days per year. Medical, dental and life insurance are provided.

Grace desires a candidate who will invest the next 7-10 years, or more, in this position.

## Contact

Please e-mail your resume and a cover letter to:

Dr. David Fletcher, [dfletcher@gccaustin.org](mailto:dfletcher@gccaustin.org)

All e-mails will receive an initial response within 48 hours and a determination of status within 10 days.

# Worship Ministry Values

*Mission statement for Worship (2002)*

- ◆ *Our mission is to engage the heart of the worshipper so that,*
  - *we may encounter the presence of a holy and loving God through meaningful worship*
  - *we may experience His transforming work in worship through praise, prayer and preaching*
  - *we may reach out to a lost city/world*

Key Verse: “Therefore, I urge you, brothers, in view of God’s mercy, to offer your bodies as living sacrifices, holy and pleasing to God—which is your spiritual worship. Do not conform any longer to the pattern of this world, but **be transformed** by the renewing of your mind. Then you will be able to test and approve what God’s will is—His good, pleasing and perfect will.” Romans 12: 1,2 (NIV)

## Thoughts on worship in 2006

What are the primary values in corporate worship?

- ◆ Aspects of the Worship Service
  - Worship in the Word—Preaching
  - Worship in Giving—Offering
  - Worship in Music—Vocal and instrumental
- ◆ Atmosphere
  - Warm & inviting
  - Authentic
  - Designed for believers and open for non-believers
- ◆ Community
  - Selected church announcements in print, verbal and PowerPoint
  - Prayer for care needs
  - Warm transitions

## Why our Vision & Values are in print

- ◆ Repeatability—the ability for the next generation of leaders to learn
- ◆ Communication—we want to share our goals and abilities with the congregation and other churches
- ◆ Life-long learners, growth—we want to continue to grow and not become sedate
- ◆ Spiritual DNA—we want to know and express our values
- ◆ Defining our purpose—we want to delineate why do we what we do; if we fail to learn the lessons of history, we will repeat its mistakes.

- ◆ Direction of the worship service
  - We want to immerse ourselves in worship of God—using the five senses, our mind and our wills.
  - We want to be focused in our worship, not singing one moment, getting an announcement the next, and followed by more singing.
  - We want to plan for the flow of our worship service, moving people from the busyness of life into God’s presence, knowing that after an intense session of worship and prayer, that we need to “resurface.”
  - We want to be intentional in our worship—careful planning that maximizes our potential to worship God, yet allowing for spontaneity.
  - We want prayer to be a priority. Prayer is much more than asking God to heal the sick, it is adoration, confession, thanksgiving and supplication.
  - We want to maximize the giftedness of people in worship. Those who can pray well in public should do so, likewise those who can give a warm and authentic welcome should begin our worship time.
  - We want worship to be a vibrant experience of God’s presence, where our lives are changed by Him through singing, prayer, community, communion and the Word.

#### Applications of the Direction

We want to see:

- ◆ Worship should be desirous, true, real, not always happy—but meaningful/challenging
- ◆ Variety in message styles—we are not looking for just good advice, but want the Jesus factor to change lives
- ◆ Authentic engagement with God in church includes emotion, intellect and knowledge
- ◆ We need a teaching series by Matt on worship—several Sundays, worship in the Word, challenging people about coming with expectation, “on time,” that music is not a warm-up for preaching.
- ◆ While we want full attendance, we value impacting the lives of those who attend.
- ◆ Variety in music styles and learning styles—left/right brain, male/female, kinesthetic/auditory learners differences. Using classic literature and pop culture to appeal to the heart, mind, and intellect.
- ◆ Balance—perhaps something like nine non-seeker to one seeker service
- ◆ “I met God today.”
- ◆ Community celebration—something that you can’t get somewhere else, not on radio or television.

- ◆ In worship, “set me free from the bondage of this daily life.” Worship can be mystical—transcendence of God above all this and immanence of God in my life.
- ◆ How is God keeping score, His purpose in worship, His name being glorified, His essence, His attributes, healthy fear, trust in unconditional love, and volitionally responding to His authority. Holy and loving. Knowing him for who He is.
- ◆ Planned services but allowing for spontaneity.
- ◆ Continuity as much as possible between the music and sermon.
- ◆ Drama for the worship purpose—must be good or don’t do it—by definition drama is a performance, but it must transcend performance.
- ◆ Tears—encouragement—talk—how can people respond to the message (time between services, place to go, lines of people). Personal and corporate response to God.

For the purpose of life change—people are trained, get biblical values and then “do it” in the marketplace.

We want in our worship leaders:

- ◆ Relaxed, smiling worship leaders
- ◆ Able to flex with challenges while still leading worship
- ◆ Talking as a means of leading people into worship, not on every song
- ◆ People who know that the service is about God, not about them
- ◆ People who know Christ, who serve with humility
- ◆ Desire to serve God to the exclusion of their preferences. We are not looking for people who won’t sing because “the other singers are not professional.”

Main concepts in each worship service: Prayer—Music—The Word—Responding to God

## **Definition of Worship**

Grace has a position paper on Worship (from June 1999) and this gives a wonderful introduction to the concept:

Worship is at the core of our beings as Christians and yet we have, at times, let worship become an “agenda” item, one of the many “activities” that occur at Grace Covenant Church, something on equal footing with evangelism, prayer or missions. But worship is not just a church service; it is something we do at church and in the rest of our waking hours. It is a reflection of our heart and a response to what we truly love. Worship is defined as “to have an intense love or admiration for, to show reverence for.” Worship is then something everyone does towards various things and

to varying degrees. Humans were created to worship God but the Fall resulted in a chasm where it was easier to worship the creature rather than the Creator, easier to worship the form of our worship than to worship God Himself.

### **Worship Elements**

- ◆ Singing—whether one has a terrific or struggling voice, we want every believer to sing to worship God.
- ◆ Prayer—see above
- ◆ Announcements—see above
- ◆ Message—we see the message as worship. As we grow in our knowledge of God, we worship Him.
- ◆ Video and drama—we see these elements can be helpful if they contribute to the worship theme. We do not want to have an “entertainment mentality” in worship, but we want the freedom to use any element for a meaningful content.
- ◆ Close—we generally use one of three closes; a verbal dismissal by the pastor, a closing prayer or a benediction (a benediction is not a prayer but an “eyes open” blessing invoked on the congregation).