

<b>Employee's Name:</b>	
<b>Job Title:</b>	Pastor for Student Discipleship & Music
<b>Reports To:</b>	<i>Pastor for Discipleship</i>
<b>Secondary Accountability:</b>	Personnel Committee
<b>Department:</b>	Discipleship & Outreach
<b>Exempt Status:</b>	Exempt
<b>Position Type:</b>	Full-Time, At Will
<b>Employee Type:</b>	Pastoral Staff
<b>Number of Hours per Week:</b>	Approximately 50 hours (11-14 modular units out of 21 units)
<b>Aim:</b>	
<p>To glorify God through the Spirit by pursuing joy in Christ alone that our neighbors and the nations worship him with us now and forever by providing pastoral leadership and oversight of the music ministries and student discipleship efforts of the church in line with the vision and philosophy of the elders.</p>	
<b>Qualifications and Requirements:</b>	
<p>The PASTOR will be a member in good standing of Five Points Community Church. If not a member when hired, he will complete the process within three months of the date when employment begins. Beyond the doctrinal and ethical implications in embracing our Confession of Faith and our Covenant of Membership, the PASTOR will manifest a hearty support for the leadership of the church in general and specifically for that of the <i>Pastor for Preaching and Theology</i>. He will furthermore endeavor to experience and maintain the joyful camaraderie and creative complementation of gifts and ministries of the staff elders, non-staff elders, deacons, and staff.</p> <p>He shall have a good grasp and hearty endorsement of the biblical and theological orientation of the leadership of Five Points. The PASTOR needs to exhibit the fruit of the Spirit as found in Galatians 5:22 and meet the qualifications of elder found in 1 Timothy 3:1-7 and Titus 1:5-9.</p> <p>The PASTOR should be wise, discerning, decisive, sensitive, tender, firm, and team-oriented. He needs to have significant interpersonal skills and the ability to manage stressful interpersonal situations, including the ability to maintain confidentiality when appropriate. He should be a man of prayer and a man of the Word, sensitive to what the Spirit is saying to Five Points. He should devote himself to daily prayer and Bible reading for the sake of guarding himself from sin and stirring up his heart and mind to renewed passion for Christ and should lead his family in regular times in the Word and prayer.</p> <p>The PASTOR will be a ministerial generalist (able to preach, teach, visit, counsel, lead), but he will be specifically gifted in leadership and equipping in order to both shepherd the church in matters of theology and discipleship.</p> <p>The PASTOR shall have at least a Masters level training or its equivalent.</p>	
<b>Personal Skills:</b>	
<ol style="list-style-type: none"> <li><i>Teacher/Equipper</i>—the PASTOR should be able to effectively “equip the saints for the work of the ministry.”</li> <li><i>Preacher</i>—the PASTOR should be an effective preacher who is able to rightly handle the Word and joyfully engage in expository exultation personally.</li> <li><i>Leadership</i> – the PASTOR should be able to lead in a variety of contexts (individual, small groups, large groups) in such a way that Jesus Christ and his gospel are central. He should be a self-starter, problem-solver, and an initiative taker.</li> </ol>	

4. *Relational*—the PASTOR should have a heart to care for people, not just manage systems; that drive should manifest itself in the appropriation of time.
5. *Communicator*—the PASTOR should be able to clearly and concisely communicate the needs and aims of the church to leadership and similarly communicate decisions from leadership to staff and congregation.
6. *Peacemaker*—the PASTOR should be able to tactfully and winsomely unite people with varying perspectives to advance harmony and love and to achieve common goals.
7. *Administrative*—while seeking mainly to shepherd people, the PASTOR should have the skill set and ability to effectively manage the various administrative tasks associated with the position.

### **Ministry Responsibilities:**

1. (10%) Grow in grace and knowledge of God by ...
  - a. Maintaining a devotional life of prayer and meditation on the Word.
  - b. Faith-enriching reading and study.
  - c. Engaging in personal and corporate worship.
  - d. Gladly participating in mutual care and accountability with other believers.
2. (25%) Equip the saints of Five Points, especially covenant members, for the work of the ministry by overseeing the integration of our high vision of God and vision of discipleship into the daily life of students (grades 7-12) by ...
  - a. Continuing to advance the Resolved: Student Ministry in the established philosophy and vision.
  - b. Partnering with and equipping parents to disciple their students.
  - c. Equipping and mobilizing volunteer leaders to relationally disciple students.
3. (25%) Shepherd the flock of God, exercising oversight, not under compulsion, but willingly, as God would have you, as a staff elder by implementing the vision of the elders for student discipleship in the following ways:
  - a. Teaching the senior high Resolved: Bible Study Hour class.
  - b. Planning and executing Resolved: student ministry structures (e.g., Sunday & Wednesday evening functions).
  - c. Counseling and personally discipling as a matter of intentional development of individuals (especially Resolved: volunteer leaders) and ministry efforts, as well as in times of crisis or acute spiritual need.
  - d. Preaching as needed.
  - e. Participating in the meetings of the elder council.
4. (~10 hrs – 20%) Provide elder oversight and pastoral leadership of the music ministries of the church by ...
  - a. Establishing a regular rhythm of recruiting, discipling, training, and equipping for all music and worship staff and volunteers, having a view to equip the saints for the work of the ministry and casting a vision for the role of such volunteers in accomplishing the vision of the elders.
  - b. Leading the music ministries of the church primarily by ...
    - i. Preparing, coordinating, and leading the order of service and music component of the corporate services of the church (i.e., Sunday morning, Sunday evening, special services, etc.).
    - ii. Providing visionary leadership and equipping for the various teams and ensembles (i.e., choirs, student praise teams, A/V volunteers, etc.).
    - iii. Maintaining and advancing the objective and subjective tone of services in line with the vision of the elders.
  - c. Overseeing and providing leadership for the administration of music ministries by ...
    - i. Developing, budgeting, maintaining, and forecasting music equipment, instruments, technology and infrastructure needs, keeping within budgeted limits once established.
    - ii. Strategically seeking to refine and improve music systems and processes in order to maximally improve efficiency and reduce expenses.
    - iii. Serving as the direct supervisor for the *Ministry Assistant for Music*.
    - iv. Ensuring the necessary components of music and worship ministries are in place (ProPresenter slides, sound setup needs, piano tuning/maintenance, etc.).

- d. Coordinating and providing media support for services and church functions by ...
  - i. Partnering with the deacons of sound to develop and maintain a team of at least 8-10 trained volunteers to assist with media/AV needs and projects. This team should be familiar with all media/AV systems and able to provide support for church events and services.
  - ii. Ensuring the media infrastructure is dependably in place for undistracting excellence in services and events.
  - iii. Providing for professional-level audio and video production and distribution of sermons, worship service elements, and on-going ministries of the church in a consistent and timely manner.
- 5. (5%) Strategically seek to refine and improve the workflow and organization of music ministry and student discipleship efforts in order to maximally improve efficiency and reduce expenses, particularly in the specific budgets under his oversight.
- 6. (5%) Make intentional efforts of professional development and to stay up-to-speed with current industry standards.
- 7. (5%) Attend weekly staff meetings.
- 8. Additional pastoral duties as assigned.

**Specific Goals:**

- 1. Within three months, become familiar with the vision, philosophy, rhythms and current leadership of existing ministries under his pastoral oversight.
- 2. Within six months, cultivate relationships with students and ministry volunteers while engaging in weekly teaching and discipleship.
- 3. Within twelve months, be familiar with the ins-and-outs of all existing ministries under his oversight to be able to make new advances and ministry endeavors in 2016.

**Performance Appraisal:**

Six months after the date of hire, the above expectations will be used as the primary metrics for a performance appraisal, followed by annual appraisals in June/July, performed by the direct and secondary supervisors listed above. Copies of appraisals will be provided to the employee and kept in the employee's file.

Assoc Pastor for Admin	Brett Toney	Date:	02-17-2015
Personnel Committee	Mike Martoia	Date:	
Pastor for Discipleship	JJ Sherwood	Date:	
Last Updated By:	Brett Toney	Date:	02-17-2015