



# PASTOR OF WORSHIP, ASSIMILATION & CHRISTIAN GROWTH JOB DESCRIPTION

Christ Community Church in Lockport, NY is excited about hiring a pastor with a heart to help us grow in our ability to reflect the diversity of worship we will experience in eternity as we transform lives in our community with the hope of Christ and commit ourselves to:

1. Share Christ in Our Spheres of Influence
2. Welcome All as We Become One with Christ
3. Mentor Disciples Who Embody Christ
4. Strengthen Community Partnerships that Offer Hope

We are looking for someone who is willing to be a team player and share pastoral responsibilities. We would like a pastor that has a heart for leading worship, a desire to see new Christians and guests extravagantly welcomed and assimilated into the overall life of the church, and a yearning to see everyone grow in Christ through mentoring and growth groups. We will offer ample opportunity for our new pastor to grow in his preaching skills. Ideally he will focus on Worship, Assimilation, and Christian growth so our current pastor can focus on Vision, Outreach, Community Partnerships, and Leadership Development. We would like this pastor to compliment our current pastor's gifts and abilities.

Below is what we are looking for in a candidate:

## WORSHIP

- Ability to lead worship.
- Instrumental and vocal ability desired.
- Desire to develop, oversee, and coordinate different/culturally diverse worship teams and experiences.
- Apt at recruiting musicians, vocalists, and worship leaders.
- Oversee AV and tech team.

## CHRISTIAN GROWTH

- Oversee our growth group ministry.
- Train & encourage growth group leaders.
- Ensure growth group offerings align with our discipleship plan to create disciples who embody Christ.

## ASSIMILATION

- Ensure congregation is equipped to extend an extravagant welcome to all.
- Oversee/improve systems that move first-time guests to become members committed to advancing our God giving vision.

## GOD’S MAN FOR CCC

More important to us than staffing to a particular position is to find the right person, the person God has for us. The 4 c’s below are non-negotiable. However the areas of responsibilities listed above may be adjusted to fit the gifting of the “right” person.

Here are the 4 C’s we are looking for in this candidate:

1. Committed to Diversity
2. Character
3. Chemistry
4. Competence in ministry

### COMMITTED TO DIVERSITY

- Embrace the vision for diverse worship that John reveals in Revelation 7:9-10,
- Embody the multi-cultural vision for unity Jesus prays for in John 17, Peter envisions in Acts 10—11, is reflected in the Church of Antioch in Acts 11, and for which Paul pleads for in the book of Ephesians (see esp. 2:11-2, 19-22).

### CHARACTER

- A man who loves God with all his whole heart, mind and soul and is enthusiastic about ministry and sharing Christ...
- Anointed and appointed by God to pastor.
- God-controlled, Holy Spirit-led, and Word-driven.
- Absolutely, unshakably committed to racial reconciliation and diversity.
- Tells the truth boldly and lovingly.
- Biblically solid without being religiously rigid.
- Authentic, humble and devoted.

### CHEMISTRY

- Connects with Pastor Dave, leadership, congregation, community of Lockport and the vision/pathways for CCC in a passionate and heartfelt way.
- Comfortable with the way God made you for ministry and the way this aligns with the vision of CCC.
- Confident, but not arrogant.
- Respected in the community and the church you are currently involved with.
- Personable, approachable, friendly and loving.
- Empathetic, encouraging, compassionate, and emotionally available.

### COMPETENCE

- Has an ever growing understanding of God and His Word.
- Has progressed in ministry experience and responsibilities.
- Able to connect your ministry to the vision God has given CCC.
- A balanced leader who avoids both under and micro-management.
- Can coach, disciple, encourage, listen and mentor.
- Can preach—you don’t have to be the best just growing in your ability to connect the Bible to everyday life.

- Growing in ability to communicate cross-culturally and cross-generationally.
- A detail person who is able to implement strategies and finish tasks.

## WHO WE ARE

We are a medium size church (approx. 200 people) located in the urban core of Lockport, NY. Our church has been around for close to 200 years, yet we are not stuck in tradition. Over the course of the past three years we have undergone a re-visioning process that has enabled God to transform our church and make us new in many ways. Here is a short list of the many new things God is doing in and through us:

1. **A New Denominational Affiliation:** A little over two years ago our congregation voted to affiliate with Converge Worldwide (formerly the Baptist General Conference). This network of churches shares our heartbeat for ministry. If you want more information on converge their website is [www.convergeworldwide.org](http://www.convergeworldwide.org).
2. **A New Name:** We changed our name from First Baptist Church to Christ Community Church to eliminate any stumbling block that would keep the unchurched from attending and hearing about the hope of Christ that transforms lives.
3. **A New Vision for Ministry:** Over the course of the past 3 years we have interviewed community and civic leaders asking how our church can help the city of Lockport. Through those interviews we noticed a theme: Nearly everyone expressed a concern about the sense of hopelessness that seems to be pervasive in the city—especially in our neighborhood. God impressed on our hearts that CCC must be about ***Transforming Lives with The Hope of Christ***. This is not just a tagline. This vision will guide everything we do as a congregation!

## 4 New Pathways to Accomplish Our Vision:

### 1. **Sharing Christ in Our Spheres of Influence**

- Last year we saw many new believers as we baptized 33 people who are having their lives transformed by Christ!
- God is blessing us with many new guests.

### 2. **Welcoming All as We Become One in Christ**

- We are growing in our social and racial diversity.
- We are embarking on a path to diversify our worship experiences on Sunday mornings.
- We can't wait to find a new associate pastor to help us continue to grow in this area!

### 3. **Mentoring Disciples Who Embody Christ**

- In the next few months we want to begin a program to mentor our new believers and help them adjust to church life.
- In the next 2 years we believe God is calling us to begin a bridges out of poverty mentoring program.

### 4. **Strengthening Community Partnerships that Offer Hope**

- In the past 3 years we have significantly strengthened our partnerships with the following:

- **BOCES**—Through our partnership with this government funded educational institution our church has become home to:
  - ▶ The Lockport Literacy Zone
  - ▶ The Task Program (provides opportunities for individuals to receive high school diplomas)
  - ▶ ESL Program (English as a Second Language)
  - ▶ Job Readiness Program (Helps individuals learn skills needed to enter workforce)
  - ▶ Computer Skills Training
- **Independent Living of Niagara County**—Through our partnership with this agency we help individuals with disabilities navigate social services and develop skills to live on their own.
- **Lockport Cares Homeless Shelter** — Many folks in our congregation volunteer for this Christian run ministry located a few doors down from our church. We have seen several individuals from the shelter attend our church and receive Christ.
- We are currently working to strengthen our partnerships with the following:
  - **Kahler House** — A transitional house for men who have battled drug addiction, a few doors down from our church.
  - **CareNet** — This crisis pregnancy counseling ministry has approached us about providing a place for them to offer their services to girls in our neighborhood 1 night a week.
  - **RISE Ministries** — This organization meets in our church and helps former inmates Re-enter Into Society Effectively through Christian mentoring and helping them obtain the skills and resources needed to thrive.

If you want to get in on the ground floor of God doing a new work and see where it leads, maybe we are the church for you.

If you believe this is something you can sink your spiritual teeth into then contact please send a cover letter and a resume to [ccclockport@gmail.com](mailto:ccclockport@gmail.com) and include video links and/or DVD's of a couple recent sermons and worship services that you have led or participated in. DVD's can be sent to:

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