

Rochester Covenant Church

Our “Why” Statement: Connect with People, Grow in Christ, Serve Joyfully

Job Description: Pastor of Worship AND . . .

SUMMARY OF POSITION RESPONSIBILITIES

We are looking for an organized and energetic Associate Pastor (or Associate Pastor in training) who solves problems, empowers people, and loves Jesus to join our staff team as we seek to Connect with People, Grow in Christ, and Serve and Send people Joyfully.

Our Pastor of Worship “And” will do this through ministry in **three key areas**:

Lead Worship (15-20 hours)

Pastorally lead and challenge our multigenerational church towards worship that is rooted in scripture, sensitive to tradition, and outreach focused.

- Partner with the Lead Pastor and the Worship & Music Ministry Team to create and lead God-glorifying weekly worship as well as services for special occasions.
- Train, challenge, equip, and empower teams and individuals to bring the congregation to worship.
- Oversee all elements of worship and music at RCC. Including, choir, organist, worship team, equipment, budget, AV, media, lighting, decoration, and the livestream.

Lead in One Mission Priority (15-20 hours)

Based on skills and calling, the person in this position will partner with the Lead Pastor in providing significant pastoral leadership in **one** of our three mission priorities:

1. **Connect with People.** This includes leadership in connection, care, outreach, and welcome.
2. **Grow in Christ.** This would be primarily focused on rebuilding a youth and young adult discipleship ministry.
3. **Serve (and Send) Joyfully.** This includes equipping, supporting, and sending people to serve both inside and outside our walls.

Other Pastoral Tasks (10 Hours)

- Provide pastoral care and leadership to the ministry teams you serve.
- Participate regularly in RCC’s preaching team (preaching 5-8 Sundays a year.)
- Other pastoral tasks as assigned by the Lead Pastor.

QUALIFICATIONS

- A deep, personal, and growing relationship with Jesus, grounded in Scripture.
- Ordained in the Evangelical Covenant Church or willing to work toward degree and ordination.
- Model servant leadership by attitude and practice, generous with time, and exhibiting optimism and infectious positivity.
- Demonstrated experience in worship leadership and possessing the musical skills to come alongside and support volunteer musicians and encourage their development both as musicians and as worship leaders.
- Plays either keyboard or guitar proficiently and can provide vocal leadership to congregational singing.
- A broad appreciation for varied styles of music, expressions of worship, instrumentation, and liturgical styles. Is excited to use a wide range of tools, styles, and gifts to bring people along into the presence of God.
- Experience in selecting, empowering, sending, and shepherding others to lead and serve inside and outside the church.
- Energetic, organized, creative, and willing to collaborate with a variety of people, young and old.
- Committed to RCC's "Why" Statement and to the practice and polity of the Evangelical Covenant Church.
- Strong communication skills, both written and oral.
- Comfortable with all technology for written, visual, and organizational purposes. (Including: social media, Audio and Video equipment, Church Center, ProPresenter, Planning Center, and Livestream set ups.)
- Highly values both modern and traditional worship styles.
- A background check is required.

COMPENSATION AND BENEFITS

- Full-time exempt salaried position (Salary based on education and experience.)
- Paid time off, holiday time off, sabbatical benefits per separate Staff Policies of RCC.
- Eligible for healthcare allowance and participation in a 403b pension plan.
- Education assistance if needed in working towards a MaCF.

Please send all inquiries, applications, and references to pastortodd@rochcov.org

A bit more about us

Rochester, MN is a distinctive Midwestern city, known primarily for the world-renowned Mayo Clinic. The Mayo Clinic attracts people from all over the globe, both patients and medical professionals, creating a diverse and dynamic community. From the very beginning this presented a tremendous opportunity for our church to minister to people from a variety of backgrounds and cultures.

Our church seeks to Connect with People, Grow in Christ, and Serve Joyfully. We are known for our intergenerational congregation, missional focus, and commitment to welcoming people from all walks of life. Our church has a rich history of serving the Rochester community and sending support and people around the world on God's mission. From our early days, we have been a place where people from diverse backgrounds and traditions can come together to find community, worship, and grow in Christ.

Our worship style is intentionally blended. We seek to weave together traditional hymns and modern worship songs seeking to create an experience that is grounded in scripture and resonates with people of all ages and backgrounds. Our services often feature a mix of hymns accompanied by our organ and piano, modern worship songs led by a band, and special music from our choir and other talented instrumentalists. While we value our traditions, we believe we are strengthened by the new things every generation has to offer. This diverse approach to worship fosters a sense of unity and inclusion, inviting people of all generations to connect with God together.

RCC is blessed with a wealth of resources, both in terms of talented people and financial capacity. Many of our members are accomplished professionals in a variety of fields, bringing a wide range of skills and experiences to our church community. Our members are passionate about serving and are eager to use their talents to bless the church and the wider Rochester community. The Associate Pastor will have the opportunity to collaborate with these talented individuals, empowering them to lead and serve in new and creative ways.

Our church is blessed with a strong foundation of faithful members, many of whom have been with us since our early days. They bring a wealth of wisdom, experience, and passion for the Gospel. As Rochester continues to grow and attract new residents, we are excited to welcome them into our church family. We envision a future where people of all ages and backgrounds can Connect with People, Grow in Christ, and Serve Joyfully.