

FELLOWSHIP REFORMED CHURCH

Holland, Michigan

April, 2007

MINISTER OF CREATIVE ARTS AND WORSHIP

MISSION: To provide missional leadership for Fellowship's worship and creative arts ministries by...

- § equipping and empowering God=s people to fulfill their role in worshipping the Triune God
- § building community through discipleship and encouraging the use of members= gifts
- § helping God=s people understand and live out the connection between worship and mission

EXPECTATIONS:

1. Be fully committed to Christ as Savior and Lord and feel called to congregational ministry.
2. Embrace a team-based approach to ministry and join the Staff Leadership Team in living out the Staff Covenant.
3. Be committed to a missional approach that understands the primary role of the leader as equipping the saints for ministry.
4. Assume responsibility for one's growth and development with the full cooperation and support of the Human Resource Team and congregation. This growth should focus on:
 - a. Spiritual growthCnurturing love for God and love for neighbor
 - b. Personal growthCtaking time for appropriate "self-care"
 - c. Professional growthCattending training events and seminars necessary for growth in ministry in general and the responsibilities of this position in particular.

ACCOUNTABILITY:

1. Administratively, the Minister of Creative Arts and Worship is accountable to the Consistory through the Minister of Preaching and Congregational Leadership and the Human Resource Team. An annual self-evaluation will be coordinated by the Human Resource Team.
2. Programmatically, the Minister of Creative Arts and Worship works in partnership with the Minister of Preaching and Congregational Leadership, the Fellowship Staff Leadership Team, the Creative Arts Ministry Team.

RESPONSIBILITIES:

1. Equipping and empowering God's people to fulfill their role in worshipping the Triune God
 - a. Work with the pastoral staff to seek creative ways to cultivate an atmosphere of worship in which music and the arts are used with excellence to glorify God and to form God's people in their missional identity and calling.
 - b. To cultivate an atmosphere of worship that practices hospitality and welcomes all people to worship God authentically and freely.
 - c.
 - d. Help people see how the larger story of God at work in Scripture is weaved together with our personal and communal stories of God at work among us. Creatively utilize these stories of how God is at work in people's lives in the worship service.
 - e. Support and help with music resources in children and youth ministries as requested.
 - f. Coordinate and oversee bulletin layout and all power point production for worship services.
 - g. Coordinate worship leadership among pastoral staff, seminary interns, and members of the congregation.

2. Build a sense of community through discipleship and encouraging the use of members' gifts in the many groups, teams and ensembles.
 - a. Seek out new individuals with gifts in the various creative arts.
 - b. Mentor, coach and release individuals in worship leadership and in other creative arts areas.
 - c. Promote caring relationships within the various ensembles and teams.

3. Helping God's people understand and live out the connection between worship and mission.
 - a. Cast a vision of worship that helps people understand that the ultimate end of worship is the glory of God. It is in worship that we are shaped and formed as God's people,

called and empowered to participate in God's mission in the world.
 - b. Work with the Staff Leadership Team, Worship Ministry Team, Minister of Preaching and Congregational Leadership, and the congregation to develop new ministries and worship services as the Holy Spirit leads.

4. Provide leadership and administration for Fellowship's creative arts ministries and supporting technical ministries.
 - a. Direct and/or coordinate existing musical groups and establish new groups in music and the

creative arts as new ministry possibilities emerge.

- b. Along with the Minister of Administration, supervise the Ministry Assistant for Worship and Creative Arts.
 - c. Supervise and coordinate all directors, organists and accompanists, to insure a consistent and unified approach to our music ministry. This includes developing appropriate means of performance review and work with staff on skill enhancement.
 - d. Resource directors as needed with appropriate music suggestions for choral performance, special events, seasonal performances, etc.
 - e. Coordinate the technical ministries (sound, video, lighting etc.) that support and enhance Fellowship=s worship life.
 - f. Develop and carry out maintenance plans for all instruments, and make recommendations concerning additional instruments, sound, video and lighting equipment, in cooperation with the Facilities Manager and the Building and Grounds Committee.
5. Support Fellowship=s mission and vision through participation in the ongoing life of Fellowship; making additional contributions as requested and willingly sharing gifts to help meet broader staff Leadership Team and congregational goals.