

\*\*A candidate's education, experience, ordination status and other factors related to this position may result in being hired at a director level rather than immediately installed as a Pastor. The below represent desired ideals, and any candidate growing into these responsibilities will be considered accordingly.

---

## **Position Introduction**

### **Worship Pastor/Director of Reston Bible Church**

---

#### **OUR PURPOSE:**

Reston Bible Church (RBC) is an assembly of believers that exists for the purpose of knowing Christ and making Him known through a variety of means and expressions. We seek to accomplish this through an unwavering commitment to the teaching of the inerrant Word of God, biblical preaching, and practicing authentic Christian community. We emphasize the sufficiency of scripture, the centrality of Christ, the power of the gospel to change lives and the work of the Spirit for His church as we seek to give God glory. We desire that our doxology be the result of a robust theology as we encourage our body to see God as He is and to worship Him in Spirit and truth.

#### **WHO WE ARE:**

RBC is a non-denominational church, founded by our present Senior teaching pastor Mike Minter in 1975. With a sense of calling during his college years, Mike left the U.S. Naval Academy and eventually enrolled at Florida Bible College. Upon graduation he moved to Northern VA. and began working at a local golf course. Mike used his shoe shine job at the clubhouse as a humble pedestal from which he began telling golfers about Christ and inviting them to a home bible study, which became Reston Bible Church. God added to their numbers and now RBC ministers to roughly 2,300 weekly, supports 230 missionaries around the world and has a staff of 40. We have a vibrant youth ministry which has been a hallmark of RBC since its inception. We are blessed to recognize God's fingerprints upon RBC and we enjoy celebrating God's generosity. We look forward to where Jesus Christ will lead us in the future.

#### **OUR CULTURE:**

**OUR CULTURE IS BUILT AROUND FELLOWSHIP WITH JESUS CHRIST AND WITH ONE ANOTHER RATHER THAN PERSONALITY.**

At RBC we highly value the scriptures and desire them to be taught in a thoughtful and relevant way. A distinctive of RBC is that we hold a strong local as well as global missional mindset. It is our desire that the worship pastor share our convictions regarding missions.

## **DEMOGRAPHICS OF RBC AND SURROUNDING AREA:**

- Suburban, middle/upper class environment
- Multi-Cultural congregation including an additional Spanish congregation with its own full time Spanish-speaking pastor.
- Multi-Generational
- Large presence of military, government and government contractors.
- High Tech. Internet Capital of the Nation. Over 70% of internet traffic flows through Loudoun County.

## **WHAT WE BELIEVE:**

At a minimum, the candidate must personally affirm the RBC doctrinal statement of beliefs ([www.restonbible.org/beliefs](http://www.restonbible.org/beliefs)). Of course, a candidate will likely have convictions on other doctrinal matters not articulated in our online statement, which can be explored in an interview process. Our preferred candidate will not have a rigid or divisive spirit towards others who do not hold to the entirety of their theological views. As an example, we are neither stringently Reformed nor Armenian.

## **REPORTING RELATIONSHIP:**

The Worship Pastor is hired by the Elder Council, works in conjunction with the Senior Teaching Pastor and reports directly to the Executive Pastor. He is expected to work with them collegiately on matters related to ministries within the church.

1. We are all under the authority of God and His Word, and do all things primarily to glorify Him.
2. It is expected that the relationship among the Worship Pastor, Elders, Executive Pastor, Pastors and church staff will be that of mutual support in a climate of collegial cooperation.
3. The Worship Pastor could be evaluated on an ongoing basis, and will be evaluated annually by either the Executive Pastor or the Council of Elders. The evaluation will be based on the then current position description.

## **OVERVIEW**

The Worship Pastor will work closely with the teaching pastor in cultivating worship services and worship teams that help lead our congregation to see and savor the greatness of God in Jesus

Christ, in the power of the Spirit. Fostering dynamic congregational worship, including singing a variety of old and new songs, is a key priority for our church and we are seeking an individual who's called and gifted by God. The Worship Pastor will lead Reston Bible Church in spirit and truth in worship (John 4:23).

## **GENERAL RESPONSIBILITIES:**

- Create an inviting, worshipful atmosphere, where people can encounter God.
- Ensure the preparation of the technical aspects of worship (sound, lights, media, staging).
- Assemble and develop worship teams that provide truly excellent worship through recruiting, auditioning, teaching, and training musicians in the church to serve the congregation as a team with musical skill and humility.
- Actively be involved in mentoring, training, and shaping the next generation in worship, for adults and youth
- Creatively lead the RBC family in worship utilizing new, current and traditional music with the goal of touching the heart of God in worship.
- Steward the budget for the worship team and productions.
- Prepare stage for weekend services and special events.
- Leading weekly rehearsals that serve a dual purpose: (A) preparation for Sunday and (B) cultivation of Christ-centered community.
- Ideally lead in pastoral duties and responsibilities primarily within the worship ministry, and with pastoral staff to the congregation, missions, and community. This may be developed as the new role comes on staff
- Watch other church services to gain insights and develop ways to improve the effectiveness of the worship experience at Reston Bible Church (with particular focus on online presence).
- Select music and integrate new songs on a regular basis with emphasis on Biblical soundness and edification of the saints at Reston Bible Church through music.

## **Pastoral leadership of the worship band and team**

- Fulfill duties and responsibilities while shepherding primarily within the worship ministry
- Lead the congregation in weekly worship, seasonal and special services.
- Develop and teach the congregation about worship in different settings.
- Lead in song selection and arrangement for services.
- Caring for the spiritual well-being of the worship team.
- Ensuring the band is comprised of men and women who understand primarily that worship is a response from the heart to God.
- Seek to encourage consistent growth in musical excellence for the glory of God and the good of the congregation.

## **Pastoral care for the congregation -**

Encourage the congregation to grow in their preparation for Sunday gatherings.

Join in the caring for the spiritual, physical, and emotional well-being of the congregation as practiced by RBC pastors in the weekly rotation. This would include activities such as meeting and visitation with members, hospital visitation, counseling, and teaching.

## **Services Coordination**

- Review and evaluation of prior week's services.
- Preparing Pre-service music and announcements.
- Ensuring that the music and other worship elements are in keeping with the theme of the service as determined by the main speaker where possible.
- Organize needs for special services, communion, baptism, special announcements, mission moments, etc.
- Create, oversee and distribute Orders of Services for ushers, sound technicians, musicians, presentations operators, and pastors.
- Scheduling of musicians, sound technicians, and presentation operators for services.
- Update and maintain database of musicians, vocalists and sound technicians.
- Preparation and execution of Evening of Prayer and Worship and Sunday Evening Gatherings

## **Audio Visual – Creative Elements**

Lead RBC Worship's team use of creative arts, talents and skills in new effective ways to communicate the Gospel of Jesus Christ.

In collaboration with the pastor of communications ensuring that the sound system, lighting, and video systems meet the needs of RBC

**Ongoing evaluation of the worship and music programs** to ensure excellence in inspirational, worshipful music that is not only God-honoring, but also appealing to a broad range of individuals. Worship should reflect that we sing to an audience of three:

- 1) God: the center of our worship and praise (Psalm 145:1-3).
- 2) One another - for encouragement and strength (Col 3:16).
- 3) Those who gather who aren't saved - the truths of God sung in one voice.

## **Qualifications and Experience**

Prefer a degree in music.

Be qualified and ordained as a pastor - elder as portrayed in Scripture in I Timothy 3, Titus 1 and 1 Peter 5.

Prior work experience of at least 5 years in ministry and/or business required.

A clear testimony of faith in Jesus Christ, and a vital growing relationship with Him.

Able to integrate prayer and Scriptures within worship.

Be experienced in leading congregational singing using various instruments and vocalists in support of the singing.

Be experienced in working with volunteers.

Have a singing ability that appeals to a broad range of listeners, many age groups.

Be experienced in speaking and praying in public.

Be able to arrange music, and if possible write music

Computer literate – prefer familiarity (with Planning Center).

Able to teach others.

Being able to relate with ease to a wide spectrum of people.

## **Character**

- Humility/Broken & Transparent/Servant Leader
- Teachable/Approachable
- Self-aware and Secure in Christ (strengths, weaknesses, vulnerabilities)
- Courageous/steadfast in difficulty (not hesitant to express his concerns)
- Steady temperament/Joyful
- Commitment to moral purity

## **HOW TO APPLY**

Thank you for considering serving our congregation! Please follow the steps below and the worship search committee will begin a review of your submission. The position will be opened until filled.

If you have interest in the Worship Pastor/Director position at Reston Bible Church and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration to [search@restonbible.org](mailto:search@restonbible.org)

1. Your resume or CV (in Word format only).
2. A video from your phone or computer, no longer than three minutes, telling us about one of your favorite subjects.
3. A brief family bio (in Word or PDF format only) and family photo(s).
4. Links to at least 3 videos of either you leading worship or participating in worship
5. Written responses to the following questions. Your responses will help us gain a little better insight about you.

1. Tell us how you came to personal faith in Jesus Christ and something about your journey into ministry.
2. What is it about the opportunity at Reston Bible Church that attracts you to this position?
3. Four references (one supervisor or board leader, one staff associate, one personal, plus one of your choosing). These references will be contacted later in the process and only with your prior approval.