



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

WORSHIP PASTOR
The Church at Rock Creek
Little Rock, Arkansas

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Little Rock, Arkansas



Population of City

201,998

Population of County

397,821

Why People Like Living Here

Little Rock, while being a large city, really feels like a small town. The traffic is minimal, but the industry is being drawn to this area because of that. People are friendly and very hospitable.

Church History

Believing that people really do matter to God, Rock Creek has grown from 25 people to over 3,500 attending the weekend services. Rock Creek was featured in Church Growth magazine's list of "The 100 Fastest Growing Churches in America." Mark Evans is the Founder and Senior Pastor of The Church at Rock Creek. Understanding that many people don't go to church because they think it is boring and irrelevant, Mark began Rock Creek in 1995. In April 2006, Rock Creek moved onto a new 40-acre ministry campus featuring a 2,500-seat worship facility, Care Center, Hope Center, & a Cars Ministry building. In 2023, we have plans to expand this ministry by adding a Foodbank facility to our campus, and a remodel of our existing Worship Center.

Vision, Mission, Values

Rock Creek is a place where people from all walks of life fit in and find opportunities to grow. The church's primary purpose is people... to meet the needs of people and to show them how to establish and develop a relationship with Jesus Christ. Our mission is "taking Jesus as He is to people as they are."

Average Weekend Attendance

2,500

Overview of Weekly Worship Gathering

We currently have two services on Sunday mornings. We do not have a traditional Sunday evening or Wednesday evening service, but we do have a churchwide bible study led by our pastors on Wednesday evenings. We have three pastors who regularly take turns preaching on Sunday mornings. I believe that most people who come to Rock Creek say they enjoy the variety of our teaching from the three different styles of preachers.

Worship Style of Your Church

Contemporary. From Hillsong to Tomlin...we also will utilize a hymn every once in a while.

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Tell Us About Your Facility

Our facility is 16yrs old and is currently being updated inside our Worship Center. We have a town hall that runs the length of the building that gives everyone in attendance a chance to visit with friends and family and was updated in 2022.

Overall Budget (this fiscal year)

\$6 million

Overall Long-Term Debt of the Church

\$8 million

Denominational Affiliation and/or Other Partnerships

We are part of the SBC of Arkansas.

Governance & Polity

- Pastor/Staff led church
- All major decisions are discussed and decided by our Senior and Executive Pastors

Current Paid Staffing Level

All pastoral staff are full-time positions.

Major Ministries of the Church

- Life Groups
- Children's Ministry
- Student Ministry
- 20 Somethings
- Women's Ministry - Flourish Moms
- Men's Ministry
- Music Ministry
- Local and Foreign Missions
- Cars Ministry
- Celebrate Recovery

Outreach Programs Overview

- Food Bank
- Prayer Ministry
- Feed Arkansas

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- Kids Homeless Ministry
- Grief Share
- Divorce Care
- Biblical Shepherding
- Neighborhood Cleanup
- Teacher appreciation gifts throughout the county, and opening our door for events like blood drives, sheriff's graduations, Memorial Day ceremony

In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

Published Theological Statement

The Bible is the historical record of God, actually written by man but inspired by God's Spirit and contains no error. It is truth provided for the believer as a tool to know the heart of God. It reveals the plan, purposes, and will of God for all time.

GOD IN THREE PERSONS There is one and only one living and true God. He is intelligent, spiritual and personal. He is the Creator, Redeemer, Preserver and Ruler of the universe. To Him we owe the highest love, reverence and obedience. The eternal God reveals Himself to us as Father, Son and Holy Spirit with distinct personal attributes but without division of nature, essence or being.

GOD THE FATHER God as Father is the Giver and Sustainer of life, the seen and unseen. He is all loving, all just, all wise and all powerful. He is the true God and the One who judges righteously and test the heart and mind. God is Father in truth to those who become children of God through faith in Jesus Christ; however, He is fatherly toward all men.

GOD THE SON God as Son is the perfect representation for the Father in human form. He is fully human and fully divine. He is equal with God the Father but humbled himself by taking on the form of a servant and became obedient to a death on a cross. He knew that only through the shedding of His blood would the sinless Lamb of God be able to secure forgiveness and remission of sins. He arose on the third day following His death as He declared and now lives and reigns with the Father in glory awaiting His final triumphant return. He lives in all believers as the living, ever present Lord.

GOD THE HOLY SPIRIT God as Holy Spirit convicts the world of sin and unrighteousness, works in the life of each believer to produce godly character qualities and demonstrates Himself, in the life of the church, through special abilities given to each believer to carry out the work of the church. He is Comforter, Teacher, Wisdom and Counselor.

HUMANITY Man was created by a special work of God, in His image and is the finest of the creation - God said, "It is

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very good!" Man was created innocent but with a free choice whereby he sinned against God and fell from his original state. Because Christ died for all, every person is worthy of respect in Christian love.

SALVATION Salvation is the gift of God for all humanity and is offered freely to all who accept Jesus as Lord and Savior. It was obtained by the substitutionary death of Christ on the cross. He shed His own blood for our sin that we might be rightly related to God.

GRACE Grace is the unmerited favor of God and shows us His goodness. All who have accepted Christ and are set apart will never fall from grace but will endure the end. Believers may sin and grieve the Holy Spirit, but they will be kept by the power of God.

SIN When one becomes a believer, he is free from sin's penalty of death but not from a daily struggle of our sinful nature. A battle still rages within the believer between the carnal and spiritual natures. When the believer confesses sin, Christ forgives and cleanses from sin. Sinning grieves the Holy Spirit, brings shame on the cause of Christ, hinders a believer's relationship with God and others and causes the believer to endure the consequences of sin.

CHURCH The church is a group of believers brought together by the Spirit of God to carry out the Great Commandment by practicing the Great Commission and observing the two ordinances of the church - baptism and the Lord's Supper. Each church is an autonomous body operating under the leadership of Christ as the Head of the Church.

BAPTISM Baptism is an outward expression of an inward change that has occurred in the life of the believer. It is an identification with Christ by picturing his death, burial and resurrection. It is the first commandment a Christian is given for the Lord Jesus.

THE LORD'S SUPPER The Lord's Supper is an opportunity for personal examination and reflection as we observe the "Lord's death until He comes." The bread and cup are symbols of His body and blood which were broken and spilled out for our salvation and is done in "remembrance" of Him until He comes again.

WORSHIP We must see worship from two sides - adoration and service. Worship could be defined as pure adoration, the redeemed person contemplating and praising God in His holy perfection. Reverential adoration and committed service are both prominent expressions of the biblical concept of worship. True worship involves a willingness to serve in genuine service to God and must be accompanied by a sense of reverence and adoration.

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SPIRITUAL GIFTS Ministering as a disciple calls for us to know the will of God and to know our own interests, resources and skills. Such knowledge can be helped by human tests and analysis, but it is basically a spiritual knowledge revealed by God, the Creator, and Giver of personal skills. Many Christians are in spiritual poverty, unaware of the potential that God has given them. They are unaware of the gifts of the Holy Spirit that they have. Their gifts lie like unwrapped presents, unused and neglected. Their potential for Christian ministry is squandered. The needs of our world are too great for us to allow any spiritual gift to be wasted. You unwrap your gifts and dedicate them and yourselves to the ministries God has for you.

What theological hills will you die on?

- Christ alone is the only way to salvation
- No Calvinists
- God loves you the way you are, but He loves you way too much to leave you that way. (Meaning we open the door to minister to anyone from any background, any sinner).

Hot-Button Social/Cultural Issues For Your Church

- We don't perform same-sex weddings.
- Pastors do not promote drinking alcohol.
- We minister to people in the homosexual lifestyle just as we would any person in a sin trap. That doesn't mean we condone homosexuality.

Biggest Church "Wins" in Last 18 Months?

- Coming out of the pandemic, we have seen people continue to return to on campus worship.
- We are continuing to expand our ministries and adding facilities for additional ministries to people in need to meet the growing problem of food insecurity with families and with children .
- We are also updating Worship Center and complete overhaul of IMag and cameras. These upgrades have already begun.

Biggest Opportunity for Your Church in the Next 12 Months

- To add a Worship Pastor who can challenge our creativity and to develop new approaches in our Worship Services.
- To expand our approaches to Evangelism.
- We have tried during the pandemic to continue our strong history of reaching lost people.
- We have to get that back on track with a new strategy and new ways to reach.

Church's Biggest Challenge for the Future

- To not fall into the rut of doing everything the way we were doing it pre-pandemic. The same ways won't work. People's habits have changed and we must continue to change ways we reach, disciple and grow as a church.

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Title of Position You Are Hiring

Worship Pastor

Full-Time Position?

Yes

Overall Description

- Lead all aspects of Worship Ministry
- Developing the Worship Ministry from children thru adults
- Building a team of volunteers and staff who will carry out the vision of the ministry
- Work closely with Senior Pastor and Teaching team in planning weekly Worship Services

Reporting Relationship

Will report to the Senior Pastor

Goals and Expectations

- At first, we would like this person to come in and look around, listen to people to get to know them and our church, and then lead.
- Build a ministry that includes people of all ages (meaning children and students) and help us get back on the cutting edge of Worship Ministry.
- To have a long term dream, articulate that vision and execute.

Do you have a job description for this role?

POSITION SUMMARY

- Provide music that leads the church to worship Jesus; Pastor those who are in the Worship Ministry of the church.
- Have a passion for seeing people come to Christ and become active members of the church.
- Strengthen the church music education program.
- Encourage the musicianship of those engaged in Worship Ministry.

ESSENTIAL FUNCTIONS

- Train, coordinate, and schedule instrumentalists and vocalists to be used on a weekly basis in worship.
- Work with tech paid staff and volunteers each week in worship services. The Worship Pastor has received or is currently involved in religious training that is required of him for this position. The Worship Pastor has Spiritual authority entrusted to him and will follow the teaching and doctrine of the Church at Rock Creek as laid out by the Senior Pastor.

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SUPERVISORY RESPONSIBILITIES

- Responsible for supervising the daily job functions of an administrative assistant if provided.
- Also supervise worship associate.
- Recruits, trains, assign work, and provide leadership of volunteer staff.

QUALIFICATION REQUIREMENTS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Worship Ministry Coordination and Promotion:

- Coordinate and lead Worship ministry with total church ministries
- Plan the worship ministry according to season, special emphases and staff requests
- Plan and coordinate music for all church services
- Develop plans for improving departmental and congregational singing
- Assist Pastor in planning, conducting, and evaluating worship services
- Develop and Work with Program Team to create weekly worship experience
- Advise church members of music for weddings, funerals, and special ministries
- Publicize planning activities of music organizations
- Coordinate the schedule of substitute or guest musicians
- Maintain Worship Library in Planning Center
- Perform other duties and assignments as requested by the Senior and /or Executive Pastor.

Music

- Adult Worship Team - lead, recruit, rehearsals as needed
- Next Generation - look at and advise what would it take to develop worship with children
- Instrumental Groups – lead, recruit, rehearsals as needed
- Praise Team/Band – weekly lead, recruit, practice in order to lead worship for all church services

Pastoral Ministries

- Perform pastoral duties such as hospital visitation, funerals, weddings, etc., as assigned
- Responsible for the order of worship for the weekly program
- Possess good oral and written communications skills with the ability to multi-task, meet deadlines and maintain composure under pressure.
- Possess strong listening skills for mixing live sound events.

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Staff Relationships

- Senior Pastor- the Worship Pastor is ultimately responsible to the senior pastor in the performance of his duties
- Executive Pastor – in the ordinary functioning of the church the Worship Pastor will work under the Supervision of the Executive Pastor
- Other Pastoral Staff – the Worship Pastor will consult other staff members concerning music activities in their areas of ministry

Musical Qualifications

- Bachelor of Music or comparable degree and /or professional performing experience required
- Competent using Composing software and DAW software (Multitrack)
- Possesses a working knowledge of computer, sound, video, and stage lighting techniques to enhance to worship experience.
- Be knowledgeable and enthusiastic about music with the ability to play a lead instrument as a preference but not necessarily a requirement
- Have a speaking style that engages the congregation.
- Commitment to working with amateur musicians
- Willingness to support the entire worship service with presence and attendance, even when the Worship Team is not engaged in the worship service.
- Ability to create a worship experience through music and media that engages the congregation and encourages them to participate in worship.

LANGUAGE SKILLS

- Ability to read, analyze, and interpret written instructions.
- Ability to compose original correspondence, write reports, and pastoral correspondence. Ability to effectively present
- information and respond to questions from church staff, members and the general public.

REASONING ABILITY

- Ability to solve practical problems and deal with a variety of variables in situations where only limited information may exist. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

OTHER SKILLS AND ABILITIES

- Person should have the spiritual and emotional maturity to appreciate their own and other's giftedness.
- Honest trustworthy and committed to the service of others.
- Be creative and innovative, self-starter needing minimal supervision.
- Possess good oral and written communications skills with the ability to multi-task, meet deadlines and maintain composure under pressure.

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- Process strong listening skills for mixing live sound events.
- Ability to operate general office equipment such as telephone, copy machine, facsimile machine, and a personal computer.

PHYSICAL DEMANDS

- The physical demands that must be met by an employee to successfully perform the essential duties of this job require occasional exertion to lift, carry, push, pull or otherwise move objects.
- The job requires repetitive motions of the wrists, hands, and fingers; employee reaches with hands and arms, and occasionally may be required to walk, stand, crouch, kneel, bend or stoop.
- The employee must have the ability to clearly express or exchange ideas by means of the spoken word, and to receive detailed information through verbal communication, with or without correction, have clarity of vision at distances of 20 inches or less, more than 20 inches and less than 20 feet, and more than 20 feet, color vision, depth perception and peripheral vision.

COMMON JOB PERFORMANCE REQUIREMENTS

We consider all people to be God's valuable assets. Every employee represents The Church at Rock Creek to our membership and the public. The way we do our jobs presents an image of our church and our Lord. People judge all of us by how they are treated with each employee contact. Therefore, one of our first priorities is to assist any person. Nothing is more important than being courteous, friendly, helpful, and prompt in the attention you give to those who approach us with questions or needs.

- Prepare Worship Ministry budget requests and supervise disbursement of worship ministry funds
- Supervise maintenance of all musical instruments, music library, materials, and supplies
- Keep appropriate records
- Work with Tech/Media Team for planning all creative elements of the service
- Supervise the Worship/Music Ministry Assistant & Music Assistant
- Maintain openness to new ideas and flexibility in adopting new strategies of ministry

Our personal contact with the public, our manners on the telephone and the communications we send to the congregation and the public are a reflection not only of ourselves, but also of the professionalism of The Church at Rock Creek. A positive relation not only enhances the public's perception or image of the church, but also demonstrates our love for God and all people. The church expects you to perform your job duties in a satisfactory manner. You are also expected to conduct yourself in an appropriate, businesslike manner, both in the church building itself and in situations outside of church while acting as its representative. In general, the use of good judgment, based on high ethical and biblical principles, will guide you with respect to lines of acceptable conduct. If a situation arises where it is difficult to determine the proper course of action the matter should be discussed openly with your immediate supervisor, the administrator and, if necessary, with the senior pastor. If you fail to perform your job duties

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or you conduct yourself in an unacceptable or inappropriate manner, you are subject to discipline, up to and including termination of employment.

The Pastor/Worship has received or is currently involved in religious training that is required of him for this position. The Pastor/Worship has Spiritual authority entrusted to him and will follow the teaching and doctrine of the Church at Rock Creek as laid out by the Senior Pastor.

Educational Preferences

We are looking for someone who has ministry experience more than educational degrees. What you have done is more important than what you know.

Age Vs. Experience

We are looking for someone who is moldable and ready to grow.

Denominational Affiliation

SBC is important, but would be open to other evangelical backgrounds.

What skills are you looking for specifically?

Vocal skills, and the ability to play keyboard or guitar would be a plus.

What technical abilities (if any) are required?

Planning Center is what we use to plan services.

Equipper or Doer?

Both, but an equipper is probably more important to grow the ministry to scale.

Attractional Vs. Missional

Attractional

Budget Area Supervision

\$30,000 to \$50,000

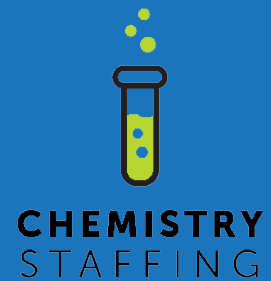
Personal Characteristics Desired

Easy-going, sense of humor, and a team player.

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What would immediately disqualify someone?

If the person is divorced, it would need to be well past the divorce and the person would need to have gone through the healing process.

Urgency

As soon as possible.

Other "Must Have" Skills

Energetic, positive attitude, can sing, determination and strong work ethic, organization.

Finally...

- Someone who is easy to work with and doesn't wear their feelings on their sleeve.
- Understands their talent is a gift from God and loves to use it to honor Him.
- Works as a team player.
- Problem solver, not a problem creator.

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Public Job Posting

Worship Pastor

The Church at Rock Creek

Little Rock, Arkansas

The Church at Rock Creek in Little Rock, Arkansas, is a place where people from all walks of life fit in and find opportunities to grow. The church's mission is "taking Jesus as He is to people as they are." They are looking for a Worship pastor to join their team. This person will provide music that leads the church to worship Jesus and pastor those who are in the Worship Ministry of the church.

What you'll be doing:

- Training, coordinating, and scheduling instrumentalists and vocalists to be used on a weekly basis in worship
- Working with tech paid staff and volunteers each week in worship services
- Coordinating and leading Worship ministry with total church ministries
- Developing plans for improving departmental and congregational singing
- Assisting Pastor in planning, conducting, and evaluating worship services

Skills you'll need to have:

- Bachelor of Music or comparable degree and /or professional performing experience required
- Possesses a working knowledge of computer, sound, video, and stage lighting techniques to enhance to worship experience
- Be knowledgeable and enthusiastic about music with the ability to play a lead instrument as a preference but not necessarily a requirement
- Have a speaking style that engages the congregation
- Ability to create a worship experience through music and media that engages the congregation and encourages them to participate in worship

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