



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

## **WORSHIP PASTOR**

New Community Church  
Elizabeth City, North Carolina

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New Community Church

Elizabeth City, NC



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## **Population of City**

20,000

## **Population of County**

40,000

## **Community Overview**

Elizabeth City has a small-town feel, but has big city issues in that it is growing fast! There has been a renaissance in the downtown area in the last 5 years. This is a great place to live to raise a family. We are near the water, one hour from the Outer Banks, one hour from Virginia Beach and Norfolk, Virginia and 2.5 hours to Raleigh, North Carolina. We also have the distinction of being an official US Coast Guard town. There are a variety of schools in our area, as well as surrounding counties, that have excellent reputations.

## **Why People Like Living Here**

Our church is located in Elizabeth City, a small town of about 20,000 people situated on a highway about 45 minutes south of Chesapeake, Virginia. However, we consider our church a "regional church" as we reach people from a 45-minute radius that touches a 5-county area and is home to over 100,000 people! To put it simply - It's an incredible place to live! The cost of living is much cheaper here than most places in the US, yet we're still close enough to several big cities to enjoy professional sports, major concerts, music events, ministry opportunities and more!

## **Church History**

New Community Church (NCC) church was founded in 1987 in a storefront. The initial vision was to be the area's first and only "non-denominational, multi-ethnic, contemporary" church. We have had several locations and several pastors since then, with the previous long-term pastor being here for 20 years. He had a big impact on the church and community, but fell into sexual sin and left the church reeling in 2011. After a 2.5-year interim period, NCC was ready to move forward to a new chapter and hired the lead pastor that is currently serving.

Today, New Community Church is considered a contemporary, non-denominational, Evangelical church. We are striving to become a compelling presence for Jesus Christ in our area and beyond. We value simplicity in ministry, authenticity in relationships, and a humble approach to life and ministry. We also value spiritual depth over numeric growth. Coming out of Covid-19, we see around 300 people in attendance on a typical Sunday morning. We have every reason to believe that God is increasing that number weekly. Our church tends to attract young families and the U.S. Coast Guard, as Elizabeth City is a designated "Coast Guard City." We are not a charismatic church, but we are also not anti-charismatic.

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## **Mission, Vision and Values**

NCC Vision - "To become a compelling presence for Christ."

- This vision is related to the parables of Jesus that describe the church as being the salt of the earth, a city on a hill, the light of the world. It is centered on the believers who are part of the ministry, that they would be the kind of Christians that draw others into faith and toward Christ.

NCC Strategy/Mission - "Wonder, Discuss, Act."

- These 3 words represent the purposes of NCC. Wonder is summarized as Sunday morning worship. Discuss is summarized as small groups. And Act is summarized as "5:16's", which are ways to put our faith into action by serving the community. A key verse for NCC is Matthew 5:16.

Values include:

- Simplicity (not being a complex organization or taking on too many various ministries).
- Humility as a top virtue.
- Authenticity.
- Being contemporary, and relational in our approach.
- We are not flashy.

## **Average Weekend Attendance**

300

## **Attendance Trend**

Growing

## **Overview of Weekly Worship Gathering**

We have 2 services with each being a one hour format at 9:00 and 10:30. There is contemporary worship, and a message from the Scripture that is practical to every day issues. The atmosphere and casual and family-friendly there is an emphasis on strong children's and youth ministries.

## **Worship Style of Your Church**

- Fully contemporary. We do Bethel, Hillsong, etc. but songs are filtered to some degree to maintain theological agreement.
- We would like to have someone who could do ancient songs to new music, or even write their own songs, but that is not necessary.

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## **Tell Us About Your Facility**

- The facilities are new-ish, with many updates done during the pandemic.
- The Worship auditorium is a highlight, with full tech, 3 large high-def screens, etc.
- The kids area was also updated with local artwork.
- The church is in a great location on a main road on the way to the USCG base.
- The parking lot has been redone recently, but could be bigger to accommodate more cars.

## **Overall Budget (this fiscal year)**

\$372,000

## **Overall Long-Term Debt of the Church**

\$675,000 left on mortgage

## **Denominational Affiliation and/or other Partnerships**

Non-denominational

## **Governance & Polity**

Elder-led

## **Current Paid Staffing Level**

Full time

- Lead Pastor
- Student Pastor
- Worship Pastor

Part Time

- Tech Director
- Children's Director
- Financial Coordinator
- Communications Director

## **Major Ministries of the Church:**

- Children's ministry
- Youth ministry
- Small groups

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## Outreach Programs Overview

- 5:16 Ministry: At the end of the year, we take a Christmas Eve offering that has been growing beyond what we imagined. It fuels our vision and the funding for creative outreach for the entire year.
- We do local service projects, and we have a strong, growing partnership with churches in Cuba.

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

Evangelical - Conservative

## Published Theological Statement

### ABOUT GOD

- God is the Creator and Ruler of the universe. He has eternally existed in three personalities: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God. Genesis 1:1, 1:26-27, 3:2; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:13

### ABOUT THE BIBLE

- The Bible is God's Word to us. It was written by human authors, under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is truth without any mixture of error. Psalm 12:6, 119:105, 119:160; Proverbs 30:5; 2 Timothy 1:13, 3:16; 2 Peter 1:20-21

### ABOUT HUMAN BEINGS

- People are made in the spiritual image of God, to be like Him in character and person. People are the supreme object of God's creation. Although every person has tremendous potential for good, all of us are marred by an attitude of disobedience toward God called "sin". This condition separates people from God and causes many problems in life. Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a, 59:1-2; Romans 3:23

### ABOUT SALVATION

- Salvation is God's free gift to us, but we must accept it. We can never make up for our sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can anyone be saved from sin's penalty. When we turn from our self-ruled life to Jesus in faith, we are saved. Eternal life begins the moment one receives Jesus Christ into his life by faith. The eternal security of the Christ-follower is based on the grace of God and the fact that eternal life is a gift and is eternal. When we place our faith in Christ we are brought into a relationship with the Godhead that assures our salvation is secure. John 1:12, 6:37, 10:27-29, 14:6; Romans 5:1, 8, 6:23, 8:1, 31-39; Galatians 3:26; Ephesians 1:13, 2:8-10, 4:30; Titus 3:5-7; 1 John 5:11-12

### ABOUT JESUS CHRIST

- Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again someday to earth to reign as King of Kings and Lord of Lords. Isaiah 9:6; Matthew 1:22-23; John 1:1-5, 14:10-30; Acts 1:9-11; Romans 1:3-4; 1 Corinthians 15:34; 1 Timothy 6:14-15; Titus 2:13; Hebrews 4:14-15

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## ABOUT THE HOLY SPIRIT

- The Holy Spirit is co-equal with the Father and the Son of God. He provides the Christ follower with power for living, understanding spiritual truth, and guidance in doing what is right. We seek to live under His control daily. We believe God is sovereign in his distribution of His gifts to each member of the Body of Christ, for the building up of the Church. John 16:7-13, 14:16-17; Acts 1:8; 1 Corinthians 2:12, 3:16, 12:4-11; 2 Corinthians 3:17; Ephesians 4:11-12, 5:8; Hebrews 2:3-4

## ABOUT ETERNITY

- People were created to exist forever. We will either exist eternally separated from God by sin, or eternally with God through forgiveness and salvation. To be eternally separated from God is Hell. To be eternally in union with Him is Heaven. Heaven and Hell are real places of eternal existence. We believe in the pretribulational, premillennial Rapture of the church. This will be followed by the seven year Great Tribulation, which will culminate in the Second Coming of Christ at which time He will establish his physical, literal kingdom on the earth and reign for 1000 years. Zechariah 14:4-11; John 2:25, 3:16, 5:11-13; Romans 6:23; 1 Thessalonians 4:13-18; Revelation 19:11-16, 20:1-6, 15

## What theological hills will you die on?

- We try to major on the majors, and minor on the minors.
- We are in a conservative military area, and our church is conservative in our reading of the Scripture. For example, we do not have women elders/pastors, but women can lead and serve in just about any other way.
- We are traditional in our views of marriage and sexuality.
- We try to be Christ-centered.
- We try to take all of our doctrine directly from Scripture.
- We are not charismatic but are also not anti-charismatic.

## Hot-Button Social/Cultural Issues for Your Church

See above. Most people in our church are good with social drinking.

## Biggest Church 'wins' in last 18 months?

- Rebounding from the pandemic.
- Seeing our youth pastor begin to come into his own leadership.
- The lead pastor taking his first sabbatical and getting a strong sense from the Lord to "go deeper, not just wider" in our church.
- Started our first "Rooted" small group discipleship course.

## Biggest Opportunity for Your Church in the Next 12 Months

I think we are poised for significant growth spiritually as well as numerically.

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## **Church's Biggest Challenge for the Future**

Staying faithful to God in an increasingly polarizing and toxic culture.

## **Title of Position You Are Hiring**

Worship Pastor

## **Full Time Position?**

Yes

## **Reporting Relationship**

Lead pastor mentoring relationship with weekly one on one meetings.

## **Goals and Expectations**

- To help our church grow deeper in love with Christ and deeper into a relationship with Him.
- To create a more fervent, alive, real worshipful heart in our people.
- To help the staff become more creative with big ideas for the future.

## **Do you have a job description for this role?**

WORSHIP

- Work with the Lead Pastor to plan services that engage our church in worship on a weekly basis and for special events.
- Rehearse and lead the musical component of all Worship Services
- Recruiting, training, scheduling, and pastoring all worship team members
- Work alongside the Tech Director and provide oversight for the technical part of the Worship Team, as well as the production of our online service
- Responsible for the maintenance and care of church-owned musical instruments, lighting, sound, and related equipment
- Coordinate music for wedding and/or funerals (as needed)
- Maintain CCLI and media related software licenses ensuring compliance with copyright laws
- Maintain and submit the Worship Team budget
- Support our NCSM Student Ministry Worship Team directly and indirectly.
- Maintain a spirit of integrity, humility, and excellence among all worship team members
- Shepherd worship team to make space for the Spirit to move during worship still flowing in excellence and within the time boundaries set by leadership (2 services approx. 60 minutes each; worship usually about 25-30 minutes).
- Maintain a servant-leadership heart and co-pastor the people of our church alongside the Lead Pastor and other Pastors on staff

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- Lead by example and be fully involved in all aspects of church life (Small Groups, etc.)
- Other duties as assigned by Lead Pastor

## CREATIVE

- Oversee all aspects of the "creative" ministry of NCC.
- Oversee video story telling in our services and social media.
- Ensure a high degree of excellence in our videos, graphics, etc., on Sunday morning services.
- Cultivate and oversee original songwriting for our church, and "The Church", and work with the Worship Team to produce original worship recordings (if gifted in this area)

## Personal Responsibilities:

- Passionately strive to live in a vital daily relationship with Jesus Christ.
- Continually seek to grow in your spiritual gifts, discernment, hearing God's voice, and seeing God do "greater things" in and through your life.
- Maintain the God-ordained priorities in your life, putting Jesus Christ first, your spouse and children second (if applicable), and the ministry third.
- Give at least 10% of your income into the vision of New Community Church.
- Avoid the appearance of evil, let no hint of immorality exist and conduct your life with utmost integrity in all situations.
- Maintain the vision of New Community and protect the unity of our church.
- Maintain a servant-leadership mindset to see the Kingdom come on earth as it is in heaven.
- Invest and invite the lost to know Jesus Christ and come to New Community Church.

## Educational Preferences

- 4 year Bible type degree is preferable, but not necessary.
- Strong theological knowledge is important.
- Strong knowledge of music, instrumentation, as well as current technology is also important.

## Age Vs. Experience

Teachable

## Denominational Affiliation

Not important, as long as there are not theological tensions.

## What skills are you looking for specifically?

Strong vocals and ability to lead on guitar, but would be open to various types of worship leaders.



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## **What technical abilities (if any) are required?**

Planning Center, ProPresenter, CCLI, Logic, Video Editing Software, Adobe, Google Suite.

## **Equipper or Doer?**

Hybrid would work best in the ability to operate as lead worship leader, while modeling and equipping others.

## **Attractional vs. Missional**

More missional, with some services designed to be attractional.

## **Budget Area Supervision**

10k

## **Personal Characteristics Desired**

Humility, team player, collaborative, creative

## **What would immediately disqualify someone?**

- Sexual impropriety in the past.
- Pride as a top sin issue.

## **Urgency**

This summer would be a good timetable.

## **Other "Must Have" Skills**

Ideally, we are looking for someone who will settle down for the long haul in our area.

## **Finally...**

We are looking for a competent, creative person with good chemistry with the current staff and high character. We are not looking for perfection, but a track record of solid growth in these areas.

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## **Public Job Posting**

### **Worship Pastor**

### **New Community Church**

### **Elizabeth City, NC**

New Community Church is a contemporary, non-denominational, Evangelical church in Elizabeth City, NC. They strive to become a compelling presence for Jesus Christ in the area and beyond. They value simplicity in ministry, authenticity in relationships, and a humble approach to life and ministry. They are looking for a Worship Pastor to join their team. They are seeking someone to help the church grow deeper in love with Christ and deeper into a relationship with Him and to create a more fervent, alive, real worshipful heart in the people.

### **What you'll be doing:**

- Working with the Lead Pastor to plan services that engage our church in worship on a weekly basis and for special events
- Rehearsing and leading the musical component of all Worship Services
- Recruiting, training, scheduling, and pastoring all worship team members
- Working alongside the Tech Director and provide oversight for the technical part of the Worship Team, as well as the production of our online service
- Overseeing all aspects of the "creative" ministry of NCC

### **What skills you need to have:**

- Passionately strive to live in a vital daily relationship with Jesus Christ
- Strong vocals and ability to lead on guitar
- Humility
- Team Player
- Collaborative
- Creative

Elizabeth City has a small town feel, but has big city issues in that it is growing fast! There has been a renaissance in the downtown area in the last 5 years. This is a great place to live to raise a family. They are near the water, one hour from the Outer Banks, one hour from Virginia Beach and Norfolk, Virginia and 2.5 hours to Raleigh, North Carolina. They also have the distinction of being an official US Coast Guard town. There are a variety of schools in the area, as well as surrounding counties, that are open to all students.

