



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

WORSHIP PASTOR
Zarephath Christian Church
Zarephath, New Jersey

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Population of City

68,578

Population of County

346,875

Community Overview

Franklin Township, NJ is considered part of Central NJ in Somerset County. Zarephath is one of the communities that make up Franklin Township and is home to ZCC. Franklin is the 19th most populous community in NJ, with easy access to both the NY and Philadelphia metropolitan areas.

Why People Like Living Here

Central New Jersey offers a diverse portfolio of activities for individuals and families alike. The Jersey Shore is certainly one place everyone enjoys, and there are plenty of beach areas that are within a short driving distance. For those that love the "Big City," you can easily find your way into New York via a number of modes of transportation (Rail, Bus or Car), all less than an hour away. Within minutes of ZCC are rail lines that can also transport you to Philadelphia, Boston, Washington DC, and beyond. When it comes to sports we like to say we have it all, including multiple NHL, NFL, NBA and MLB teams all within easy travel distances. Now when it comes to housing, schools and shopping, Central New Jersey offers some of the best in the Tri-State area. And if you think NJ is all about the NJ Turnpike and wall-to-wall Industrial areas, we invite you to explore the backcountry experiences that The Garden State has to offer.

Church History

Pillar Ministries was founded in 1901 as an Evangelical Protestant denomination in Denver, Colorado. In the years following, branches were established around the US as well as the UK and Liberia. Today Pillar is headquartered in Zarephath, NJ, also home to ZCC, the local church ministry with a strong local community outreach through a food pantry, clothing center and health clinic. Pillar Ministries also operates radio stations in NJ, Ohio and Colorado, along with schools in Colorado and California.

Zarephath Christian Church (ZCC) was founded in 1989 and had the opportunity to grow creatively and quickly through its access to seven hundred acres and free radio time through the Pillar Ministries radio station Star 99.1. Rapid growth caused the church to move from the campus chapel into the Wilson Gymnasium and eventually added overflow seating in the Life Center. ZCC's growth was a true reflection of the multicultural diversity of the surrounding community, with over 40 countries represented in the congregation.

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ZCC's mission of "love, live, serve like Jesus" catalyzed people, and they grew in their faith, served with their gifts, started multiple ministries, and became a church known for being like Jesus. By 2014 the church had grown to 2,000 people. Unfortunately, the Senior Pastor fell morally, which resulted in the loss of nearly 1,000 people. The following Senior Pastor led for 3 years but resigned over core theological differences. This happened at the same time as the pandemic. The loss of another pastor, coupled with the pandemic, caused the church to drop to 300 people.

God continued to work amongst his people and in the community. ZCC brought in Scott Jones as Interim Pastor in 2020 to help the church heal, refocus and unify to accomplish the mission God had given ZCC. Combining his strong leadership, fresh vision, and the faithfulness of its staff and volunteers, ZCC has grown to nearly 1,000 in attendance each weekend. New families arrive each week, and the church continues to see people saying "YES" to Jesus. There is a buzz about what God is doing as ZCC continues to love, live, and serve like Jesus.

Vision, Mission, Values

ZCC is a community of people built around one idea, which has become our mission to love, live and serve like Jesus.

Our vision is to have you journey with us around a series of epic ideas that God invites us to experience (Grace, Growth, Group, Gifts, Generosity, Go).

ZCC's core values - zcc.live/about

STATEMENT OF FAITH

GOD: Jesus Christ is God, the eternal Son and second person of the Trinity. He is equal to the Father and Holy Spirit. The Son humbled himself in heaven and was born on earth to the Virgin Mary by the supernatural conception of the Holy Spirit. He is fully God and fully human.

SIN: God created us in His own image to have an abundant life, but our sin, passed down by Adam & Eve, separated us from God. Each of us born into this world is separated from God and falls short of God's perfect standard. But in His love for us, He provided a way of restoration through Jesus Christ.

SALVATION: Jesus Christ died on the cross and rose from the dead. He paid the penalty for our sin and bridged the gap between God and people. The Bible says "Christ died for sins once and for all, the righteous for the unrighteous, to bring you to God." God has provided the only way. Each person must make a choice. For a full Statement of Faith, go to zcc.live/about

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Average Weekend Attendance

1000

Overview of Weekly Worship Gathering

Our services are inspirational, energetic and relatable. The teaching is both expositional and topical, depending on the series. The style is conversational, highly interactive and application driven. Services last approximately 70 minutes and include teaching, worship, vision time, testimonies, inspirational videos, etc.

Worship Style of Your Church

The worship experience at ZCC is contemporary (Elevation, Hillsong, Phil Wickham, etc.). Our services are designed to move explorers to take steps towards Jesus and inspire the church to fulfill the mission to love, live and serve like Jesus.

Tell Us About Your Facility

ZCC has five buildings that make up the local church portion of the Zarephath campus. The largest and newest of these is the Ministry Center where services are held along with housing the ZCC offices and some classrooms. This building was completed in 2016 and is approximately 60,000 sqft. The auditorium makes up the largest portion of the building with a seating capacity of 2,200. In addition, we have a 12,000 sqft Children's Ministry building, an 8,000 sqft Spanish Ministry worship center, and two 5,000 sqft Outreach center buildings that are home to our Food Pantry, Clothing Center and Medical Clinic. All of this is part of a 700 acre campus that makes up the community of Zarephath.

Overall Budget (this fiscal year)

\$1.8m

Overall Long-Term Debt of the Church

0

Denominational Affiliation and/or other Partnerships

Non-Denominational

Governance & Polity

ZCC is a senior pastor-led church. We have a church board where the senior pastor serves as the chairperson and the role of the board is to advise the senior pastor and provide accountability.

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Current Paid Staffing Level

- Full-time: senior pastor, executive pastor, nextgen pastor, worship pastor, director of outreach, (2) administrative assistants, (2) facilities custodians
- Part-time: children's ministry director, facilities custodian, (2) outreach coordinators.
- Our Parent organization provides finance services, IT support, and property maintenance support.

Major Ministries of the Church

- Men's Ministry: weekly Tuesday night Bible Study, Monthly Saturday Men's Breakfast
- Women's Ministry: Quarterly on-site women's retreat (1 Day)
- Life Groups: Currently there are 28 groups meeting weekly
- Children's Ministry
- Student Ministry
- Young Adult Ministry
- Local Outreach
- Global Outreach
- Marriage Ministry
- Worship & Arts

Outreach Programs Overview

- My Neighbors Ministry: local community outreach supplying food and clothing to those who needed it most. Serving hundreds of families each month.
- Quarterly evangelism training to mobilize people to share their faith within their circles of influence.
- Diaspora outreach to Muslim and Hindu communities.

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

Evangelical - Conservative

What theological hills will you die on?

- The Trinity
- The authority and inspiration of the Scriptures
- Justification by faith through grace
- Virgin birth, bodily resurrection and return of Jesus

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Hot-Button Social/Cultural Issues for Your Church

ZCC takes a firm pro-life position but is sensitive to those who may have had an abortion.

Biggest Church 'wins' in the last 18 months?

- The permanent hiring of Scott Jones as our Senior Pastor
- The hiring of a new NextGen Pastor
- Church Growth of 50%
- 120 people have said "YES" to Jesus
- Launched "Believe" Discipleship Journey resulting in the highest levels of engagement every seen at ZCC
- 150 people have taken a step in serving at ZCC
- Provided Christmas toys for over 500 families within the community
- "HarvestFest" local community outreach event that provided family fun and collected 200 coats for people in need

Biggest Opportunity for Your Church in the Next 12 Months

- Maximize the impact of the "Believe" Discipleship Journey
- Taking the Worship Experience at ZCC to the next level
- Develop a leadership pipeline
- Cultivate a Generosity emphasis
- Develop a Strategic Plan for the next 5 years

Church's Biggest Challenge for the Future

- To develop a financial and serving base to match the growth of the church.

Title of Position You Are Hiring

Worship Pastor

Full Time Position?

Yes

Overall Description of this Position

- The Worship Pastor is the champion of creating dynamic worship experiences to inspire the church to fulfill the ZCC mission to love, live, and serve like Jesus.
- He will create a culture of worship and build a collaborative team of vocalists, musicians and AV. He will be a gifted communicator with the ability to lead and inspire from the platform.
- He will be a pastor who will be given a voice in the future of the church, and the freedom to lead, create and innovate in his area and contribute to the broader mission and vision.

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Reporting Relationship

This position will report to the Executive Pastor with close vision tie and collaboration with Lead Pastor.

Goals and Expectations

The Worship and Arts Ministry is solid, but this is an opportunity for a leader to revise what could be. We are looking for the Worship Pastor to bring fresh vision and energy to the Worship and Arts Ministry and would love to see him bring the teams together to celebrate the past and present contribution and cast a vision for the future.

Things we would love to see happen too:

- Create an excitement for worship that energizes the congregation to engage with God
- Worship nights on a regular basis
- Team nights for fun and building community
- Move team from floor monitors to in ears
- Integrate more AV creativity in services

Do you have a job description for this role?

Position Summary: The Worship Pastor is the champion of creating dynamic worship experiences to inspire the church to fulfill the ZCC mission to love, live and serve like Jesus.

Key Responsibilities

Service Planning:

- In collaboration with the Lead Pastor determine the vision/strategy of Worship Experiences at ZCC and communicate that vision regularly to leadership.
- Lead in the planning of services, reviewing past services for improvements, to identify best practices.
- Oversee the weekly service content/flow, song selection and participate in worship rehearsals and other events.
- Participate in creative brainstorming, planning and execution for "Big Day" services (Easter, Christmas, Mother's/Father's Day, Baptism Sunday).
- Oversee production and service elements.
- Recruit, train, and develop additional team members to serve on the Worship and Production teams.

Worship Leading:

- Inspire the congregation into God's presence and move them toward Christlikeness.
- Lead worship on Sundays and available to lead in other ministry areas and events when necessary and applicable.
- Schedule multiple teams of musicians, vocalists and production personnel to ensure adequate coverage for all services, events and programs.

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Leadership Development:

- Pastor, coach and care for the worship and production team members.
- Oversight of worship and production teams.
- Appoint leadership team and oversees volunteers.
- Develop annual budget, goals and a plan for implementation.
- Train and develop team members.
- Participate as a member of the Pastor/Director Team.

Creative/Production:

- Develop and drive strategies for video creation to tell the story of what God is doing at ZCC, including but not limited to: video testimonies, promotions, events, recaps, etc. (In collaboration with the Digital Media Pastor)
- Create a ZCC video team to produce creative and effective promotional and in-service videos, including concept, scripting, video shoots, editing and post-production. (In collaboration with the Digital Media Pastor)
- Ensure exceptional stage design, lighting and production.
- Oversee equipment purchasing, repair and maintenance.

Qualifications:

- Spiritual gifting to inspire worship and lead the congregation into God's Presence.
- A teachable, self-motivated team player with a killer work ethic and strong follow-through.
- A strong organizational leader with a proven record for building teams.
- High emotional intelligence and social skills.
- Excellent verbal and written communication skills.
- Strong knowledge of music theory.
- Strong instrumentalist (guitar or piano) and strong vocal proficiency.

Education and Experience:

- Associate Degree in music, Bachelor's Degree preferred.
- Minimum 5 years experience leading Worship and Creative Arts at a church of 500 or more.

Character and Alignment:

- Live out godly character found in 1 Timothy 3:1-13.
- Financially support the vision of ZCC by faithfully tithing and investing in special offerings.
- Champion the mission, vision, and values of ZCC in the church and the community.
- Agreement with Zarephath Christian Church purposes and Statement of Faith.

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Education

A theological degree is not necessary but must have a deep working knowledge of the Scriptures and theology. An Associate Degree in music, Bachelor's Degree preferred. Minimum 5 years experience leading Worship and Creative Arts at a church of 500 or more.

Experience

Looking for a younger person but with solid experience in a church of 500+

Denominational Affiliation

Denominational affiliation is not as important as someone who matches our DNA.

What skills are you looking for specifically?

- Strong vocalist
- Organizational leader
- Keys or Guitar
- Gifted communicator in leading congregation
- Music theory
- Shares the spotlight
- Empowers others

What technical abilities (if any) are required?

ProPresenter, Click Tracks, Planning Center, Intelligent lighting, Stage Design

Equipper or Doer?

Equipper

Attractional vs. Missional

Missional 65%; Attractional 35%

Budget Area Supervision

\$20k with additional monies from special fundraisers

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Personal Characteristics Desired

- High emotions EQ
- Teachable
- People person
- Collaborative
- Empowering
- Committed to excellence
- Builds trust
- Fun

What would immediately disqualify someone?

- Misalignment in theological distinctives
- Dismissed from a position on moral grounds

Urgency

Immediate need

Other "Must Have" Skills

- Big Picture thinker
- Planner
- Team builder

Other "Nice to Have" Skills

- Creating testimony videos
- Teaching ability

Finally...

The perfect candidate is a young but experienced, passionate follower of Jesus who models a lifestyle of worship, a gifted musician and leader who builds and empowers teams to create dynamic experiences that move the congregation toward Christlikeness.

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Public Job Posting

Zarephath Christian Church

Worship Pastor

Zarephath, New Jersey

Zarephath Christian Church in the Franklin Township in New Jersey is a community of people built around one idea, which is to make it their mission to love, live and serve like Jesus. They are seeking a Worship Pastor to join their team. This person will be the champion of creating dynamic worship experiences to inspire the church to fulfill the ZCC mission. He will create a culture of worship and build a collaborative team of vocalists, musicians and AV and will be a gifted communicator with the ability to lead and inspire from the platform. The Worship Pastor will also be given a voice in the future of the church, and the freedom to lead, create and innovate in his area and contribute to the broader mission and vision.

What you'll be doing:

- Leading in the planning of services and reviewing past services for improvements to identify best practices.
- Overseeing the weekly service content/flow, song selection, and participate in worship rehearsals and other events.
- Overseeing production and service elements.
- Inspiring the congregation into God's presence and move them toward Christlikeness.
- Leading worship on Sundays and available to lead in other ministry areas and events when necessary and applicable.

Skills you need to have:

- Strong vocalist
- Organizational leader
- Keys or Guitar
- Gifted communicator in leading a congregation
- Music theory

Central New Jersey offers a diverse portfolio of activities for individuals and families alike. The Jersey Shore is certainly one place everyone enjoys, and there are plenty of beach areas that are within a short driving distance. For those that love the "Big City," you can easily find your way into New York via a number of modes of transportation (Rail, Bus or Car), all less than an hour away. Within minutes of ZCC are rail lines that can also transport you to Philadelphia, Boston, Washington DC, and beyond. When it comes to sports they like to say they have it all, including multiple NHL, NFL, NBA and MLB teams all within easy travel distances. Now when it comes to housing, schools and shopping, Central New Jersey offers some of the best in the Tri-State area. And if you think NJ is all about the NJ Turnpike and wall-to-wall Industrial areas, they invite you to explore the backcountry experiences that The Garden State has to offer.