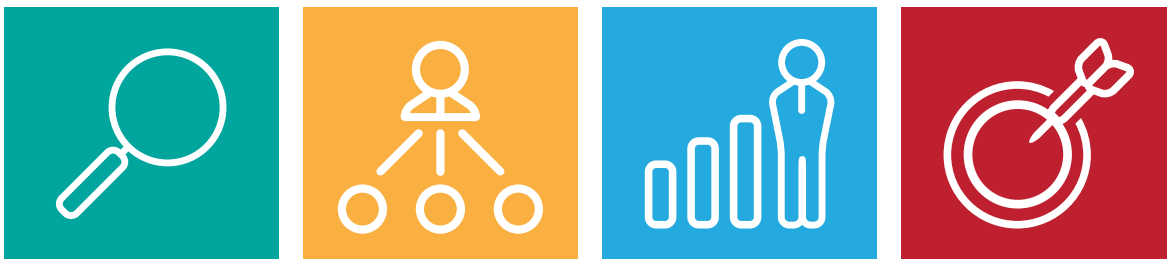


WORSHIP ARTS PASTOR
THE QUEST CHURCH - ROYSE CITY, TX



CHURCH AND OPPORTUNITY PROFILE

COMPILED BY



CHEMISTRY
STAFFING

ON FEBRUARY 2, 2018

THE QUEST CHURCH

PO Box 522 - Royse City, TX 75189

TheQuestChurch.com

First point of contact:

[Todd Rhoades](#) - Chemistry Staffing



CHURCH PROFILE

OPEN POSITION:

Worship Pastor

COMMUNITY PROFILE

Royse City is a city in Rockwall County in the U.S. state of Texas. It also extends into Collin and Hunt counties. The population was 2,957 at the 2000 census, rising to 9,349 in 2010. The estimated population in 2016 was 12,093. Royse City is a fast growing bedroom community for Dallas, TX. We are located about 20 miles east of Dallas and 10 miles east of Rockwall, TX. The majority of new people moving to Royse City are home buyers with school age children and commute to Dallas for work. While Royse City's population has been steadily increasing for some time, we are just now beginning to see growth in retail and dining establishments. Wal-mart opened about two years ago and this has brought significant retail development around the store. There are many new housing subdivisions and houses being built in Royse City. The population is expected to exceed 20,000 within 10 years. Royse City has excellent schools and has built 4 or 5 new facilities in the past 10 years with more planned to keep up with the growth. Rockwall County and Collin County are two of the fastest growing counties in Texas and are both upper economic level counties.

Population of City: 14,000

Population of Three County Area: Just over 1,000,000

Why People Like Living Here

People like living in Royse City because of the many new neighborhoods that are outside the congestion and busyness of Dallas. Royse City is still close enough to work and play in Dallas which offers all the entertainment, culture, sports, etc. that you could want. Royse City is a fast growing community; but still has a small town feel and the city leaders are striving to balance the growth with keeping the country living feel. Royse City has excellent schools. As Royse City grows it will become a very modern community. Everything will be brand new. Some of the things that are on the radar for the future in Royse City include a water park, minor league baseball stadium, movie theater and many new retail and dining establishments. The crime rate in Royse City is very low and the standard of living is very good.

CHURCH HISTORY

The Quest Church was launched in September of 2006. Pastor Jim Dunn and his family along with 19 other adults were sent out by Family Fellowship Church of Greenville, TX to plant a new church in Royse City. Jim is still the Lead Pastor today. The church has grown from this group of about 32, with our children, to an average weekend attendance of 686 in 2017. The church leased space in a warehouse complex for the first six years and then purchased 3.5 acres and 10 buildings of the warehouse complex. The church has occupied the same space for its entire history. The staff has grown from Jim as solo pastor to 5 full-time and 2 part-time staff members. In 2012 we launched a new campus in Terrell, TX - about 20 miles south of us - and later transitioned the campus to a separate church; now named Epic Life Church. The leader we sent out as campus pastor is now the Lead Pastor. The Quest Church has experienced steady growth, reached people for Christ and gained influence in our community over the past 11+ years.

VISION, MISSION & VALUES

The Quest Church exists to proclaim the Good News and offer help for life's hurts. We believe people in our community will spend eternity separated from God in hell without hearing and believing the Good News - and we're not OK with that! We recognize that life often hurts and we believe following Jesus makes life better and leads to a better life. We are outward focused. We believe our first priority is to reach the lost. We accept people as they are - "No perfect people allowed". We're more concerned with who we are trying to reach than who we are trying to keep. We value authenticity in our relationships and our communication. We believe faith is a Quest, not a guilt trip. We are man-friendly and believe the key to reaching our community and our world is reaching men.

The Quest Church – Our Ministry Plumb Lines

1. We seek people who don't know Jesus

We will not cater to personal preference in our mission to reach people for Jesus. The church does not exist for us. We are the church and we exist for the world. We are more concerned with the people we are trying to reach than the people we are trying to keep.

2. We will do anything short of sin to reach people who don't know Jesus

To reach people no one is reaching, we'll have to do things no one is doing. We don't expect lost people to think and act like us.

3. We are man-friendly

We program, decorate and plan with unchurched men in mind. We believe the key to winning the world to Jesus Christ is winning men to Jesus Christ.

4. We strategize to be twice the size we are now

While we actually never set attendance goals at The Quest, we will strive to think and structure like a church that is twice the size we are now. We will not let the "shoe tell the foot how big it can grow".

5. We value relevant, practical teaching of Scripture

We want what we teach on Sunday to make a difference in our lives on Monday; and what we teach on any other day of the week to make a difference on the next day.

6. We want to be known for what we are for, not what we're against

There are enough Christian jerks in the world already. We will not condone sin, but we will not condemn sinners. Jesus was a friend of sinners and so are we! No perfect people allowed at The Quest!

7. Weekend gatherings attract people, relationships keep them

We will strive to present the highest quality weekend worship gatherings within our scope of ability and we will be the friendliest people on the planet to everyone that attends.

8. We will strive to grow larger and smaller at the same time

Our mission is not complete until every lost person on the planet knows Jesus, so we will never stop striving to grow larger by reaching the lost. But because relationships keep people we will continually strive to maintain smaller environments. We think everyone should be connected in a small group.

9. *We embrace change*

We believe the fulfillment of our mission requires continual change. We plan in pencil, build for expansion and respond quickly to opportunities that will reach lost people and advance God's Kingdom.

10. *We believe the Church is the hope of the world*

We aim to advance God's Kingdom by planting healthy, "lost sheep" seeking churches all over the world. We partner with missionaries and organizations that have the same mission and vision.

11. *We will give generously*

We believe that "the generous will prosper and those who refresh others will themselves be refreshed." Therefore we will strive to "refresh" others through our generosity. We DO NOT do fundraisers!

12. *We will serve each other in love*

We believe the greatest indicator of spiritual maturity is service (not knowledge). People don't care what we know until they know we care. Jesus said we will show the world we are His followers by our love for one another.

WEEKEND ATTENDANCE

686 (Growing Trend)

MULTISITE?

No

WEEKEND OVERVIEW

We have three identical (same format and content) gatherings each Sunday - 8:30am, 10am & 11:30am. Each one is fast paced and 60-65 minutes in length. We sit at round tables in a cafe / nightclub style environment. Our worship style is upbeat, very contemporary. We often leverage Top 40 hits and music from a variety of genres in order to illustrate the message and break down barriers. Our teaching style is conversational, practical and relevant. Our highest priority is to give people something on Sunday that will make a difference in their lives on Monday. We strive to communicate in a way that unchurched, unsaved people in the room can understand and even be intrigued by. We have awesome, high-energy, high-impact ministries for children and teens. 40+ percent of our attendance each Sunday is under the age of 18.

FACILITIES

Our facility is unique - to say the least. Our campus is a warehouse complex. We have very plain, on the outside metal warehouse buildings. No windows, gravel parking lot. We're fond of our uniqueness, but there's nothing attractive about our campus. However, people are usually very surprised when they step inside. We keep things pretty simple, but we've created inviting, comfortable environments inside. The building our worship center is housed in is 8,625 sqf and also includes a cafe, and classrooms for babies and toddlers. The worship center seats about 300. A second building sits about 150 feet away and is connected by a sidewalk. This building is 5625 sqf and houses our offices along with classrooms for Kindergarten and Children's Church. We will soon incorporate a 3rd building as a part of our church campus.

BUDGET/DEBT

Overall Budget (this fiscal year)
625,000

Overall Long-Term Debt of the Church
900,000

AFFILIATIONS

We identify ourselves as an independent non-denominational church. However, our Lead Pastor's background is Baptist and we affiliate / associate with the Southern Baptist of Texas and the North American Baptist Conference.

GOVERNANCE

The Quest Church is governed by a Leadership Team, currently made up of 6 men. The Lead Pastor and the Executive Pastor are a part of this team. The Lead Pastor and Executive Pastor are considered the Executive Staff and oversee the day to day operations of the church. The Leadership team gives input on all major decisions and policies and provides accountability for the Executive Staff.

STAFFING LEVEL

We currently have five full-time staff - Lead Pastor, Executive Pastor, Worship Arts Pastor, Youth Pastor, Children's/ Women's Pastor. We also have two part-time staff members - Administrative Assistant and Financial Administrator.

MAJOR MINISTRIES

We strive to keep our ministries simple and not be over-programmed. Our Children's ministry has a big impact on our church. Each Sunday, about 40% of our attendance is under the age of 18! KidsQuest for students in 1-6 grades takes place at the same time as each worship gathering. 3-6 grade students attend a week long summer camp in June. Our youth ministry for High School and Jr. High meets on Sunday nights and utilizes the Worship Center for their program. HS & JH students attend a week long summer camp in July. Beyond Sunday gatherings our goal is to connect 100% of our attendance in small groups. Groups meet throughout the week, but the majority of groups meet on Wednesday nights as we provide childcare and a children's program for babies-6th grade at the church on Wednesday nights. We just launched our 3rd semester of ReEngage, an 18 week marriage enrichment program. This program meets on Wednesday nights at the church and runs from mid January through May. We host our own Marriage Conference each year in February. We offer Financial Peace University, twice a year. Our programming for women includes 4 SIP (Stories, Inspiration & Praise) Cafe events a year and an annual Women's retreat. Our programming for men includes 3 or 4 men's fellowship events each year. A Black Jack tournament and Men & Kids Fishing Event are highlights. Our Worship Team hosts two NOW (Night of Worship) events each year. We take 2 or 3 short-term mission trips each year.

OUTREACH PROGRAMS

Our Sunday gatherings are community outreach and evangelism. We encourage our people to invite their friends, family, co-workers, neighbors and random strangers to attend church with them and they do! Beyond that we don't have any programs. We are always looking for ways to be involved in our community and participate in a number of different community events throughout the year.

Evangelical - Conservative

OUR CORE BELIEFS

In essential beliefs - UNITY

"There is one Body and one Spirit...there is one Lord, one faith, one baptism, and one God and Father of us all...."

– Ephesians 4:4-6

In non-essential beliefs - FREEDOM

"Accept him whose faith is weak, without passing judgment on disputable matters...Who are you to judge someone else's servant? To his own master he stands or falls...So then each of us will give an account of himself to God...So whatever you believe about these things keep between yourself and God."

– Romans 14:1, 4, 12, 22

In all things - LOVE

...If I hold in my mind not only all human knowledge but also the very secrets of God, and if I have faith that can move mountains - but have no love, I amount to nothing at all."

– 1 Corinthians 13:2

OUR SPECIFIC BELIEFS ABOUT...

God

We believe in one God, eternally existent in three persons: Father, Son, and Holy Spirit. – (Genesis 1:1-2; John 1:1; Matthew 3:16-17; 28:19; 1 Peter 1:2)

Jesus

We believe that Jesus, the eternal Son of God, became man without ceasing to be God in order to reveal God and become the Savior of the world. – (Matthew 1:22-23; John 1:1-5; Hebrews 4:14-15; Romans 1:3-4; Titus 2:13)

The Holy Spirit

We believe the Holy Spirit exists to glorify Jesus Christ. He convicts the world of sin and indwells, guides, instructs and empowers the believer for godly living and service.

– (John 16:8-9, Acts 2:38; Romans 8:9)

Mankind

We believe that man was created in the image of God to have fellowship with Him, but became alienated from that relationship through sinful disobedience. As a result, man is totally incapable of coming back into a right relationship with God by his own effort. – (Romans 3:23, 6:23, 8:9; Acts 4:12)

Salvation

We believe God's gift to man (salvation, the forgiveness of sins) is available only through the shed blood of Jesus Christ, His death on the cross and resurrection from the dead. This gift is offered by God's grace as the only sufficient payment for man's sin. – (John 3:16, Ephesians 2:8-10, Romans 10:9, Acts 2:38; 1 Corinthians 15:1-4)

Man's Response (Faith)

We believe faith is the appropriate response to God's offer of salvation and no amount of personal goodness or human effort is adequate to earn this gift. We believe those responding in faith should repent of sin, and confess Jesus as Leader of their life. – (John 3:16; Acts 3:19; Romans 10:9)

The Bible

We believe the entire Bible is the inspired Word of God and that men were moved by the Holy Spirit to write the very words of Scripture. Therefore, the Bible is without error and is the Christian's final authority in faith and practice. – (2 Timothy 3:14-16; 2 Peter 1:20-21; Psalm 119:105, 160; Proverbs 30:5)

The Church

We believe that the church is the body of Christ of which Jesus Christ is the Head. The members are all those worldwide who have trusted by faith the finished work of Christ. The purpose of the church is to glorify God by loving Him and by making Him known to a lost world. - (Matthew 16:13-18; 28:18-20; Acts 2:14-47)

The Christian Life

We believe that every Christian should live for Christ and not for himself. By obedience to the Word and daily yielding to the Holy Spirit, every believer should mature and become conformed to the image of Christ. – (Philippians 2:12-13; Ephesians 5:1; Romans 8:5-11, 29; 12:1-2; Galatians 5:16-18)

Marriage

God created marriage (Gen. 2:22). We believe it is a covenant made between a man and a woman, and that it makes them one (Gen 2:24). The marriage covenant requires the married parties to be faithful, loving, and helpful to each other as long as they both shall live (Mark 10:3-10). Christians are not to marry unbelievers (2 Cor. 6:14-18). Those whom God has directed to be joined together shall, after counseling with the pastor concerning what God requires of them, be joined in Christian marriage (Malachi 2:13-16; Matthew 5:32; 19:5-6,9; Romans 7:2-3; I Corinthians 7:10-11, 15; II Corinthians 6:14; Ephesians 5:22-23). This church observes the wedding ceremony as holy and unto God. It is a religious ceremony and cannot be conducted in this church without pastoral consideration.

The Return of Jesus Christ

We believe Jesus will fulfill His promise to one-day return to earth to take his people to heaven where he will reign forever as King of Kings and Lord of Lords. – (John 5:28-29; Daniel 12:2; 2 Corinthians 4:14)

What theological hills will you die on?

Literal, historical death, burial and resurrection of Jesus Christ, proving beyond a doubt that he is God

Salvation by grace through faith alone.

Baptism as a step of obedience and evidence of faith. We don't believe baptism saves. But we do want everyone to be baptized. By immersion.

SOCIAL ISSUES/ CONCERNS

We don't think followers of Christ should get drunk, so if we drink alcohol it's with moderation.

We allow homosexual persons to attend our church without judgment, because we're all sinners; but we don't accept them as members.

We do not perform marriage ceremonies for same sex couples.

We believe followers of Christ should abstain from sex outside of marriage.

We don't use the church platform as a political platform.

We seek to care for widows and orphans.

**BIGGEST WINS
LAST 18 MONTHS**

Hired full-time Youth Pastor from within, Dec 2016

Record high of 75 Baptisms in 2016

Launched ReEngage Marriage program and have had two semesters at full capacity of 25 couples each semester; 3rd semester began in January 2018 and is also full

Record attendance at our 2017 Married Life Conference - 70 couples; 1116 attended Easter Worship Gatherings in 2017 - record high attendance

65 ladies attended the 2017 women's retreat - record attendance
Celebrated our 11th Anniversary in September 2017

Raised over \$30,000 through our 2017 Christmas Offering - for single mothers, abandoned children in Panama and campus improvements.

Presented our 3 year relocation plan to members in December 2017
176 adults indicated they were becoming followers of Christ in 2017 - new record

**BIGGEST OPPORTUNITY
FOR THE FUTURE**

Our biggest opportunity in the next 12 months is for the people of The Quest to grow in faith like never before. We just unveiled a 3 year plan to buy land and relocate. We're going to be stretched to serve, pray, give and work more than we ever have before.

**BIGGEST CURRENT
CHALLENGE**

Our biggest challenge will be navigating the next 3 years as we look to relocat and build a new campus.



THE OPPORTUNITY

POSITION TITLE

WORSHIP PASTOR

JOB STATUS

Full-Time

POSITION OVERVIEW

The Worship Arts Pastor at The Quest Church will lead, shepherd and oversee the Worship Team, Media Team & Production Team. Recruiting volunteers for and developing these teams spiritually, relationally, and creatively while cultivating an overall sense of purpose and unity within the teams. The Worship Arts Pastor will work with the Teaching Team to design and coordinate weekend gatherings with a consistent theme and message. The Worship Arts Pastor will be the primary Worship Leader for the weekend gatherings. The Worship Arts Pastor must be a technically agile person with the ability to develop volunteers in the areas of sound, media and video production.

REPORTING RELATIONSHIP

The Worship Arts Pastor will report directly to the Executive Pastor, who manages the staff. However, the Worship Arts Pastor will have a significant amount of interaction and relationship with the Lead Pastor. The Quest Leadership Team gives oversight to the Executive Pastor and Lead Pastor and can be appealed to if any issues or grievances arise that cannot be resolved by the Executive Pastor or Lead Pastor.

GOALS & EXPECTATIONS

The goal for the new Worship Arts Pastor is to continue to build on the foundation that has been laid. The Quest Church is 11 years old. Myke has been our Worship Pastor for the past 7 years. His thumbprint is all over the existing worship arts ministry and he's done a great work. Let me say clearly that we don't expect our next WAP to be just like Myke. We're looking for a person whose abilities and gifts will compliment what is already in place and take Worship Arts to the next level. Someone who is able to grow with the church as it continues to grow. While we are inclined to lean towards a candidate who is strong in leading worship; but has more experience and expertise than Myke in media and production; ultimately the key factor for us is team chemistry and fit.

QUALIFICATIONS

Education - A bachelor's degree is preferred but not required

A minimum of 3 years experience as a staff member in a ministry leadership capacity

Some multimedia and video experience required

Strong vocal skills and proficiency in playing piano and/or guitar with the ability to lead while playing

Knowledge of music theory, and the ability to transpose and arrange music

A proven history of recruiting, training, developing and leading teams

A technically agile person – they are a problem solver, understanding a wide range of equipment and technology, and creatively making things work together in the most effective way

Varied taste of music and styles – including contemporary worship and adult top 40

A team player who sees themselves and their ministry role as part of the body

WORSHIP STYLE

Our worship style is ultra contemporary and we leverage Top 40 Adult Contemporary music in our worship gatherings frequently. We are not hung up on the idea of sacred vs secular music. We'll leverage any song by any artist to creatively communicate truth. Our set list in the past few months has included:

Phil Wickham
Elevation Worship
The Script
Hillsong
School of Worship
Switchfoot
Mumford and Sons
Crowder
Zach Williams
Imagine Dragons
Chainsmokers

Planet Shakers
Jordan Feliz
Jeremy Camp
Three Doors Down
Lincoln Brewster
Jason Aldean

Our target audience is 30 year old males. So we don't sing long, we don't sing songs that invite Jesus to "touch me, hold me, feel me" and most of our music is uptempo. We think worship is a lifestyle not a musical set on Sunday. We strive to leverage music to connect with the audience and illustrate the message theme of the day.

EDUCATIONAL PREFERENCES

Formal ministry training and theological training are of minimal importance to us. We're looking for passion, team chemistry, character and ability.

SKILLS & ABILITIES

High priority on musicianship, vocals and ability to lead a full band.

Must be able to play an instrument and lead worship while playing. Ability to develop and equip other musicians is critical.

The more technical abilities the better. We currently use MediaShout but have been considering a switch to ProPresenter. We'd love to find someone with the desire and ability to lead our social media presence.

The role of Worship Arts Pastor will include overseeing sound, media, video streaming and video production. We have some tools we're using now; but would be open to the new WAP implementing the tools they are most familiar and effective with.

Must be an equipper. As the church grows, the Worship Arts Pastor will be the leader of the entire department. The primary role of the ministry staff at The Quest is to "equip God's people for works of service".

We leverage music to break down barriers and capture attention. Our target audience is unchurched people. They don't know Christian songs or listen to Christian music. Our Christian music is like speaking a foreign language to them. So we leverage songs they would hear on the radio stations they actually listen as a way to capture their attention and draw them into the conversation. Our teaching style is conversational and practical. We acknowledge that unbelievers are in the room and attempt to draw them into the conversation by talking about things that believers and unbelievers are interested in.

PERSONAL CHARACTERISTICS

Loyalty, honesty, hard-working, faithful, trustworthy, fun-loving, thick-skinned (not easily offended). A team player in every sense. Our staff is like an elite military unit. We stand together, fight battles together, fight for each other, have each other's backs, play together, laugh together and cry together. We strive to be good soldiers who are willing and able to endure hardship for our King. We hold each other up and help each other up. Ability to learn, grow, and adapt with a growing, developing, expanding church and ministry.

DISQUALIFYING FACTORS

What would immediately disqualify someone?

Supporting gay marriage or abortion on demand

Not believing in the literal physical resurrection of Jesus Christ

Not believing that the Bible is the revelation of God's will and plan for all mankind

Not believing in salvation by grace through faith in Jesus alone

Not being willing to leverage "secular" music in worship gatherings

Not having experience developing and leading teams

Not having any experience leading a full band

Not being able to play an instrument and lead worship

Too much financial debt

Being a fan of the New York Giants football team

SALARY / HOURS

This is a full-time ministry position. Our standard work week commitment is 44 hours per week. A health coverage allowance is provided based on the share rate for Christian Care Medi-Share. The employee may choose to use Medi-Share or take the same amount and apply to other health coverage. Ministry staff also receive a \$300 retirement contribution to a 403b plan each year. Ministry staff members with 1-4 years of employment receive 15 days of paid vacation each year.



THE OPPORTUNITY

PUBLIC JOB POSTING

The Quest Church is looking for their next Worship Pastor. Our current Worship Pastor is leaving for the mission field. He's leaving big shoes to fill, but we're confident that God is calling just the right person to help lead our growing church of nearly 700 people just outside of Dallas.

Royse City is located just twenty miles east of Dallas and ten miles east of Rockwall, TX. While our setting feels small town (with a city population of 14,000), the population of our three-country area is just over 1,000,000. We're filled with families with young children who enjoy small town life, but many of whom work in greater Dallas.

The Quest Church is unique. We leverage music to break down barriers and capture attention. Our target audience is unchurched people. They don't know Christian songs or listen to Christian music. Our Christian music is like speaking a foreign language to them. So we leverage songs they would hear on the radio stations they actually listen to as a way to capture their attention and draw them into the conversation.

Our teaching style is conversational and practical. We acknowledge that unbelievers are in the room and attempt to draw them into the conversation by talking about things that believers and unbelievers are interested in.

The role of Worship Arts Pastor will include overseeing sound, media, video streaming and video production.

We're looking for someone that is loyal, honest, hard-working, faithful, trustworthy, fun-loving, and thick-skinned (not easily offended)... a real team player. Our staff is like an elite military unit. We stand together, fight battles together, fight for each other, have each other's backs, play together, laugh together and cry together. We strive to be good soldiers who are willing and able to endure hardship for our King. We hold each other up and help each other up. You'll need to have the ability to learn, grow, and adapt with a growing, developing, expanding church and ministry.

Our perfect candidate probably has at least three years of full-time experience on a paid church staff, strong vocal skills, proficiency in playing keyboard and/or guitar with the ability to lead while playing. Some multimedia and video experience required. You'll also need to have a good knowledge of music theory and the ability to transpose and arrange music. Your ability to develop and equip other musicians is critical.

Does this sound like you? If so, please start by submitting your candidate profile here:

<http://chemistrystaffing.com/thequest>

(We have partnered with Chemistry Staffing to help us find and locate our next Worship Pastor. Please do not call the church or contact the church directly. All candidates must start by filling out their candidate profile using the link above).