



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

## **PASTOR OF WORSHIP & OUTREACH**

Lake Shore Church  
Saint Clair Shores, Michigan

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## **Population of City**

60,000

## **Population of County**

900,000

## **Community Overview**

Saint Clair Shores is a beautiful recreational community that sits on Lake St. Clair. We are considered part of the metro-Detroit area and it takes about 20 minutes to get into the heart of downtown Detroit. Saint Clair Shores is mixed economically but considered a middle-class community. The community is about 100 years old, with much of the housing being developed in the 1950s. Given that, the city's demographics are turning over, as new and more diverse, younger families are moving into these homes.

## **Why People Like Living Here**

We boast great school districts, affordable housing, and great community life with city parks and events. We have great restaurants on what is known as the "nautical mile" and access to lakefront living with our city parks. It's a nice bedroom community near Detroit with all of our professional sports teams, theatre, and concert venues. Saint Clair Shores itself still boasts an old-time feel - with lots of smaller local businesses and stores. We are close to the big box stores (10 minutes away in the town next door) but have a much smaller town feel - including vibrant toy stores, independent restaurants, ice cream stands, local meat and vegetable markets, etc.

## **Church History**

Founded in 1923, we are envisioning what our second century vision entails and are actively making plans to celebrate our 100 year anniversary year. This church sits next to the seat of the city government and has had a strong historic relationship with the city of St. Clair Shores.

## **Mission, Vision and Values**

Mission Statement

- Lake Shore Church seeks to transform lives in the name of Jesus.

Vision Statement

Lake Shore Church: Caring. Growing. Serving. At Lake Shore Church we seek to transform lives for Jesus Christ by being a caring, growing, and serving church. You will notice these are verbs. We think the church should be known by what it does and that actions speak louder than words.

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- Caring. Like family.
  - We care because Christ first cares for us. When we say that “Lake Shore Church Cares” these aren’t just nice words. We care by providing Christ-like hospitality to all. We care by providing Christ-like presence to those who are sick and going through a difficult time. We care by providing a place of community: a church family to call home.
- Growing. Disciples for today and tomorrow’s church.
  - We grow through worship and are committed to a diversity of worship styles because we want to reach a diversity of people. We grow through small groups because we believe that more intimate community challenges us. We grow with an eye to the future and are committed to family, youth, and children’s ministry that will rise up leaders for the church of tomorrow.
- Serving. As if we have nothing to lose.
  - We believe God has given us all that we have and we understand that our resources are not for our own use but given so we may be generous. As a church we seek not to serve ourselves but to serve our community and our world with a special heart.

## Values

### Abundance

- We are committed to a life free of scarcity and full of abundance no matter what resources we are given (or not given).

### Engagement

- We believe everyone is being invited into active engagement with what God is doing in our church and in the world.

### Collaboration

- We are better together. Our mission and ministry won’t be led by individuals but will be led by teams.

### Gratitude

- We will have an attitude of gratitude. We will share frequently with one another two simple but powerful words: “thank you.”

## Average Weekend Attendance

200 Pre-Covid

## Overview of Weekly Worship Gathering

We are currently worshipping in a single hour with blended music style, and with this position we seek to return to two distinct worship services - traditional and modern. Preaching is considered to be central to our worship services and remains consistent throughout all services. Music also plays a vital role. Our modern praise service is driven by our

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band's music (CCLI top 50) while our traditional service which includes organ, hymns, and a choir is driven by liturgy. Both services include time for sharing of prayers and concerns as well as a "coffee hour" following the services. We pair our Sunday school - kid's ministry program with our modern service and it runs concurrently. Kids start in service and after the children's message with the pastor, they are dismissed for their program.

## **Worship Style of your Church**

Traditional Worship: liturgy, hymns from PC(USA) hymnal, organ, piano, chancel choir. We also have a dormant bell choir.

Modern: Praise-led service that includes David Crowder, Tomlin, Hillsong, Elevation, Baloché, etc. We are mostly CCLI top 50 with a little bit of variety mixed in. We like to keep things fresh and updated and want to be on top of the new songs that are coming out.

## **Tell Us About Your Facility**

The sanctuary is traditional with pews and large windows with a notable large "modern" stain glass window in the front depicting Jesus praying in the garden. There is seating for up to 300 people. The front of the church boasts a chancel, pulpit, lectern, and table but has been built out to provide a bit of a stage area for our modern worship band. The sanctuary dates back to the 1950s but has been fully equipped with up to date video and sound technology.

We have a "chapel" that has become a multi-purpose meeting room and has also hosted our modern worship service in the past that also has great worship technology. We have ample space for our current size which includes a fellowship hall, commercial kitchen, offices, youth space, classrooms, and a food pantry. Our most recent edition is about 15-20 years old and has brought us full handicap accessibility as well as a beautiful church entrance and welcome center.

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

\$500K

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

Debt-free

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

PC(USA). We are mainline with an evangelical spirit.

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## **Governance & Polity**

The pastor is given great authority for managing day-to-day operations. The church is led through the Session and through ministry teams with rotating leadership. In addition, we have a deacon board and CLMs which help to manage the caring arm of the church. We boast a strong mission and youth ministry that is all lay-led with some long-term committed volunteers that act like staff to help manage those particular ministries.

## **Current Paid Staffing Level**

Full-time

- Pastor
- Office Manager

Part-time

- Communications Coordinator and Bookkeeper (one position)
- Custodian
- Organist and Choir Director
- Modern music band leader

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

- Children's Ministry is run on Sunday mornings concurrently with modern worship for 3yrs-5th grade. We use a rotation model using "Spark" curriculum. We run two classrooms a preschool and an elementary school with lots of momentum and growth in our younger demographics. The ministry is led by a 3-person leadership team and an additional 10 teachers/shepherds all of which change and rotate each year. Pre-covid we also had a children's choir.
- Youth ministry is a vital program that is run by seven volunteers. We run three distinct programs that are interconnected - 3-5th grade, middle, and high school. All these meet on Sunday evenings and additionally host regular monthly events along with a winter retreat and an annual summer camp program.
- Deacons/CLMs - our lay care programs are involved in phone and in-person visitation and prayer connections.
- Small-Group ministries - we have several small groups that are mostly self-managed. Every fall we come together for a church-wide emphasis on small groups as all groups align for the same study in conjunction with our Sunday morning preaching.

## **Outreach Programs Overview**

- Our food pantry has served nearly 2000 individuals over the course of this year. Concurrently we run a clothes closet when our food pantry is open - which is three times monthly. We also serve meals to the homeless several times a year. Our major mission partner is the Second Mile Center of Detroit - a youth outreach center in an impoverished and gang-infested neighborhood that we are regularly involved with and have a close relational connection to.

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- We host some major outreach events including a Memorial Day parade party and a Trunk N Treat event which reaches about 2000 participants. We have done other community-focused events for families (and church families too) like "Selfies with Santa," "Kid's Theatre," VBS, etc

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

Mainline- In the most generic sense above I would choose "mainline with an evangelical (moderate) Spirit."

## **Published Theological Statement**

We don't really publish theological or doctrinal statements because we are a congregation with some theological (and political) diversity. Overall are on the conservative side of the PCUSA and we emphasize the freedom of conscience.

## **What theological hills will you die on?**

- Women in leadership is a must - our congregation is 2/3 women and they dominate our leadership structures.
- We require someone with openness in Spirit and someone who isn't going to live or die on a specific theological point of view.
- We require someone who is committed to evangelism and reaching the lost.

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

- Our church recognizes marriage as being between a man and a woman.
- Our church has chosen to maintain a marriage policy as hosting ceremonies that are between a man and a woman.
- We walk a fine line on the issue of sexuality and have studied it in the past but don't make public statements on this beyond "everyone is welcome." You will truly find a mix of perspectives at the church.
- Politics is divisive but we maintain unity in diversity posture and frequently preach on church unity.

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

- Getting through COVID and actively working toward this current position. We have taken the last 18 months to stay in this place of ambiguity and transitional/short-staffed in order to re-frame and re-organize our church and staff structure.

## **Biggest Opportunity for Your Church in the next 12 Months**

- We have big hopes for this new staff position. It is a significant increase in our church staffing level and we feel like we have been re-structuring ourselves and preparing for this person's arrival over the last 12 months.
- Onboarding and living into our new vision will be taking place over this next year.
- In addition, we have a great opportunity of celebrating 100 years of ministry. Plans and preparations have already begun. We are going to have multiple parties starting this year and continuing into 2023. Our centennial

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celebrations will help us articulate our new vision for a new century and also help raise capital and endowment funding to help fund this new vision.

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

- Seeing where we are in terms of numbers and attendance post-COVID.
- A return to two services will be a challenge for us. We have been in our current format since July of 2020 and new people don't know anything else.
- Knowing when to make the switch and then making it and then seeing where we are will provide challenges.
- Maintaining unity in the meantime is also a challenge as there are strong voices that would like us to have returned by now. An outstanding question is if we really have the numbers to justify this return and a "splitting" of the congregation into two worship services again.

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

Pastor (or Director) of Worship and Outreach

## **Full Time Position?**

Yes

## **Reporting Relationship**

This position is a direct report to the Pastor. The person will be seen as the #2 in the church.

## **Goals and Expectations**

The expectation is for this person to lead and manage our worship and outreach systems, namely to be responsible for helping those who are early or not yet on a discipleship journey to take their next step in faith. They do this by leveraging the church to reach out beyond our walls and integrating our outreach system with our worship system.

Success in this position will mean that we have a larger front door into the church and that we are seeing more connections with those we have previously not known. We seek our outreach efforts to provide for a better quality of life for families of Saint Clair Shore and desire for them to act as pathways into the church's community and worshipping life. We need someone who is highly tech-savvy and who has some level of expertise in the area.

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

Purpose: To reach the not interested, spiritually curious, and believers by inviting them into a step of faith through worship and a relationship with Jesus and his church.

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Strategy: Reach people through digital and community outreach and to provide excellent, creative, and authentic worship (in traditional, modern, and digital formats) that connects with both the unchurched and believers.

Reports to: Pastor/Head of Staff, responsible to the Personnel Team and Session.

Pastor for Worship:

- Working from series and message themes developed by the Senior Pastor, develop and direct the creative elements that are needed (video, music, etc).
- Ensure consistent content flow for both modern and traditional worship services as well as occasional "Unity Services."
- Recruit, disciple, equip, and manage all people and teams needed to provide both traditional and modern worship.
- Ensure that the music is provided for in each of our services (band, organ, choir, special music, children's choir, etc.)
- Provide the order of worship for each of our services.
- Work with the pastor and others to provide special mid-week services throughout the year (Christmas Eve, Ash Wednesday, Good Friday, etc.)
- Preach occasionally, 8-12 times a year (this is optional/negotiable depending on candidate)
- Pastor for Worship Technology
- Recruit, equip, and manage the teams needed for all worship tech systems (sound, video, livestream, computer presentations).
- Ensure a high-quality livestream experience.
- Keep our worship technology equipment working and up to date.

Pastor for Outreach and Digital Strategy:

- Build the system and processes to reach new people and energize the church through digital worship and outreach.
- Determine new digital and in-person opportunities to capture people's attention and invite them into a next step.
- Leverage our Sunday morning and other creative content for a strategic social media and video presence.
- Create, produce, and edit videos to be used in worship and in outreach.
- Help us integrate digital and in-person worship and outreach strategies, recognizing that we live in a hybrid world.
- Build on our community and family outreach events
- Build Connections, relationships, and partnerships with people, businesses, schools, and organizations outside the church.
- Direct and work with our Communications Coordinator (part-time paid staff member)

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## **Educational Preferences**

A college degree is important. We prefer someone with some theological training but are open to what sort of training or credentials that may be.

## **How important is geographical location to you?**

We are open to re-locating a person from anywhere in the country.

## **What skills are you looking for specifically?**

- We are looking for a leader and someone with a pastor's heart first (even if a director). A disciple-maker. The ability to manage and to help establish sustainable systems with lots of lay involvement is critical and important and someone who is able to see every invitation into ministry as an opportunity to disciple.
- Second, we are looking for someone who is good at outreach and making connections with those outside the church and who can mobilize the rest of us to get involved.
- Third - we need someone who is good at technology and digital formats for both worship and communication. This person will be managing our sound and video systems. We are also looking for someone to manage the music in our services. It may be a supervisor to our worship leader or if this person plays guitar and leads the band - that would be great! Vocals and guitar are most important if this person will become our primary worship leader. Openness for this position to include traditional music ability as well.

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

Pro-Presenter, Planning Center, video production, sound expertise, social media guru

## **Equipper or Doer?**

An equipper - that's how we've designed the position and our hopes for it - but we are of the size where doing is going to be part of the role.

## **Attractional vs. Missional**

Missional

## **Budget Area Supervision**

Approximately 50k.

## **Personal Characteristics Desired**

- A person of strong character and faith is required.

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- Personable and collaborative. Strong work ethic.
- Detail and systems-oriented and someone who takes on responsibility and ownership who you can count on in terms of follow-through.

## **Urgency**

3 - we don't feel a ton of urgency but know that we need this hire to be able to move forward. Our sense of urgency is less than when we started as we've filled the holes. We've begun the work of managing the systems this person is in charge of and things are built out and humming along. With that said - we have been at this for over a year now - and are just starting the active search phase so the church is ready (and of course wondering what is taking so long).

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

- Worship Planning
- Outreach
- Technology

## **Other "Nice to Have" Skills**

- Music Skills - modern or traditional
- IT tech
- Communications

## **Finally...**

- An energetic leader with a heart for worship and people.
- A person with great ideas, a good work ethic, and a collaborative person that works well with others.

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## **Public Job Posting**

### **Pastor of Worship & Outreach**

#### **Lake Shore Church**

#### **Saint Clair Shores, Michigan**

Lake Shore Church in Saint Clair Shores, Michigan is looking for a Pastor of Worship & Outreach. The goal of this position is to reach the not interested, spiritually curious, and believers of their community by inviting them into a step of faith through worship and a relationship with Jesus and his church.

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

- Recruiting, discipling, equipping, and managing all people and teams needed to provide both traditional and modern worship
- Ensuring a high-quality livestream experience
- Building the system and processes to reach new people and energize the church through digital worship and outreach
- Determining new digital and in-person opportunities to capture people's attention and invite them into a next step
- Building connections, relationships, and partnerships with people, businesses, schools, and organizations outside the church

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

- Leadership with a pastor's heart
- Desire to be a disciple-maker
- Ability to manage and to help establish sustainable systems
- Good at outreach and making connections with those outside the church
- Skilled in technology and digital formats for both worship and communication
- Vocals and guitar ability preferred but not required

Saint Clair Shores boasts great school districts, affordable housing, and great community life with city parks and events. They have great restaurants on what is known as the "nautical mile" and access to lakefront living with their city parks. It's a nice bedroom community near Detroit with all of the professional sports teams, theatre, and concert venues. Saint Clair Shores itself still boasts an old-time feel - with lots of smaller local businesses and stores. They are close to the big box stores (10 minutes away in the town next door) but have a much smaller town feel.

**Does this sound like an environment in which you would like to serve?**

**<https://www.chemistrystaffing.com/lake-shore-church-pastor-worship-outreach>**