



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

**DIRECTOR OF WORSHIP &  
YOUTH MINISTRIES**

Christ Church Greensboro  
Greensboro, North Carolina

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## **Population of City**

301,695

## **Population of County**

546,308

## **Community Overview**

The city of Greensboro is one of the most diverse cities in the state of North Carolina. Greensboro has 5 colleges/universities that together total about 1/10 of the population. Greensboro's NC A&T State University is the largest Historically Black Colleges and Universities in the nation. As a city, Greensboro is largely a college-educated middle-class town. The last 15 years have seen a significant revitalization of the downtown area with its minor league baseball park, performing arts center attracting Broadway musicals, LeBauer Park as an attraction to families, the Children's Museum, Historical Museum, and more. Greensboro has been nick-named "the gate city" because historically it served as both a destination and a hub of transportation connected by railroads and interstates. It has also been nick-named "Tournament Town" for its many sporting venues such as the Greensboro Coliseum, a frequent host of the ACC Basketball Tournament, and the Greensboro Aquatic Center. Greensboro has a place in U.S. history with the Battle at Guilford Courthouse, a revolutionary war battle, and also the Woolworth Counter sit-in that launched a movement in the Civil Rights era. Greensboro is host to the annual North Carolina Folk Festival bringing in musical artists from across the nation and even the world. Our city offers a wide variety of unique restaurants and foodie options. Finally, Greensboro is also known for its many parks and green spaces where people enjoy recreation outdoors.

## **Church History**

Christ Church Greensboro (CCG) was planted in June of 2011. CCG was the vision of the elders and congregation of Friendly Hills Church, CCG's mother church located nearby in Jamestown, NC. Much prayer, discussion, and thought went into the start of CCG. Since that time it has grown and developed its leadership and ministries.

## **Mission, Vision and Values**

Our vision is to renew the city by the power of the gospel.

Our 5 core values are being: (1) Gospel-Centered; (2) Disciple-Making; (3) a Diverse Community; (4) Mercy Ministries; and (5) Missions.

Our Mission: As a diverse community of people being transformed by the gospel, Christ Church Greensboro exists to help build a thriving city for all people by developing faithful followers of Jesus Christ who show and share God's grace in Greensboro, and to the ends of the earth.

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## **Average Weekend Attendance**

125

## **Overview of Weekly Worship Gathering**

Our weekly worship gathering includes people from a variety of backgrounds and life stages. Although the dress is casual, the worship is passionate and heartfelt. The music is a blend of contemporary songs with some hymns, all seeking to faithfully engage our church family and community with biblically sound and accessible worship. The preaching style is focused on the gospel and the word of God is taught and applied to our lives. People who come to worship hang around after the service is over and enjoy connecting with one another.

## **Worship Style of your Church**

Our desire is to be those who “worship in spirit and in truth” (John 4). We want our worship to be honoring to God and life-giving to those engaged. We want it to be an authentic and joyful reflection of the gospel. We want our worship to be accessible to those present and those we aspire to join us. Therefore, we want a blend of contemporary songs, hymns & gospel music done well. We like to have a worship team comprised of various instruments and vocals, including acoustic &/or electric guitar, keyboard, bass, drums, and occasionally violin.

## **Tell Us About Your Facility**

We bought and moved into our current facility 6 years ago. It was a vacant 20,000+ sf data center located on a side of downtown Greensboro. We renovated it for church ministries. It is non-traditional and very functional. Our sanctuary can comfortably seat 350-400 people.

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

\$483,504

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

\$1.2 Million

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

We are part of the PCA (Presbyterian Church in America)

## **Governance & Polity**

Group of Elders (“Session”)

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## **Current Paid Staffing Level**

Full time

- Senior Pastor

Part-time

- Director of Communication & Admin
- Nursery Coordinator
- Children's Ministry Coordinator

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

- Discipleship Ministry Team - small same-gendered groups of 4 or 5 men or women meet for a season of discipleship using material like the Navigators 2:7 and others. This is a highly relational experience that is transformative.
- Women's Ministry - We have a thriving Women's Shepherding Team who bring excellent care, discipleship, Bible Study, and leadership training amongst our women. We also hold an annual women's retreat in the mountains.
- Youth Ministry - Our youth gather most every Sunday evening for fellowship and discipleship. Additionally, our youth engage in ministry and also enjoy occasional outings together for fun, outreach, and deepening of relationships.
- Community Groups - We have small groups for adults that provide relational connection, Bible study, prayer, and mutual support.
- Worship & AVL Teams - We welcome and equip those who are gifted and desire to serve through worship and also those who provide service with our AVL: Audio, Visual & Livestream services.
- Children's Ministries - We offer Children's Church during the sermon portion of our worship services. This serves families with children age 4 and up. Additionally, we offer a regular Sunday evening ministry for children age 4 through 5th grade called Kids Connection.

## **OUTREACH PROGRAMS OVERVIEW**

- Mercy Ministry Team - Being located in downtown Greensboro we have several opportunities to live out the mission of mercy in Jesus' name. These include "Dare2Share" where we receive and offer/distribute warm winter clothing to area refugees and people facing homelessness. We help serve residents of Dismas, a halfway house for men who are transitioning from incarceration back into society. We frequently conduct food drives to provide for those facing food insecurity.
- We seek to equip our people through Discipleship Groups to engage in relational outreach and evangelism.
- We occasionally plan and host events at our church that are particularly suited for members of our congregation to invite their neighbors, co-workers and friends. One example is a picnic and carnival around our late June anniversary as a church. Another is a Fall Festival that is particularly suited for families with children. Another is "Christmas at CCG," an evening of food, craft, drama and music.

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

Evangelical - Moderate

### **Published Theological Statement**

- We believe the Bible is the written word of God, inspired by the Holy Spirit and without error in the original manuscripts. The Bible is the revelation of God's truth and is infallible and authoritative in all matters of faith and practice.
- We believe in the Holy Trinity. There is one God, who exists eternally in three persons: the Father, the Son, and the Holy Spirit.
- We believe that all people have sinned and deserve God's judgment.
- We believe that forgiveness comes by the mercy of God alone and not by any means of deserving or earning God's love.
- We believe that Jesus Christ is the eternal Son of God, who through His perfect life and sacrificial death, atoned for the sins of all who will trust in Him alone, for salvation.
- We believe that the Holy Spirit indwells God's people and gives them the strength and wisdom to trust Christ and follow Him.
- We believe that Jesus will return, bodily and visibly, to judge all mankind and to receive His people to Himself.
- We believe that all aspects of our lives are to be lived to the glory of God under the Lordship of Jesus Christ.
- We recognize that we are one local expression of the larger body of Christ. We celebrate the existence of many strong churches in the Greensboro area and desire to work together with them for the glory of Christ wherever possible. We also value the formal connection we have with other churches in our particular denomination, the Presbyterian Church in America (PCA).

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

- All of the beliefs stated above in the theological statement.
- We believe in the classic orthodox biblical teachings on the person and work of Christ for our salvation. Jesus is fully God and fully man. We are all sinful and deserving of God's righteous judgment. God has graciously sent his son to be an atoning sacrifice for our sins and he is the only way of salvation (John 14:6).
- We are not "cessationists" regarding our perspective on the special gifts of the Holy Spirit (e.g. speaking in tongues, prophecy, interpretation, healing, etc), but if someone insisted that speaking in tongues or a "second baptism" of the Holy Spirit was necessary for full status as a Christian, we would disagree.

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

- We believe God calls Christians to champion racial reconciliation. Revelation 7 provides a clear picture of people from every tribe, tongue and nation gathered around the throne of the lamb (Jesus), and Jesus teaches us to pray asking that God's will be done, "on earth as it is in heaven." Since we have a clear picture of heaven we not only

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pray for this but we also intentionally seek to obey and pursue this for our congregation, that it might present this picture of unity in Christ and bring glory to Him.

- We do not believe gay marriage to be biblical. We believe the Bible's teaching that marriage is to be between one man and one woman, and that homosexuality is a sin.
- We believe human life is made in the image of God, that life is therefore sacred, hence we care for those who are in need (the poor, the oppressed, the unborn) and seek God's justice for the flourishing of all people.

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

- Establishing a strong ministry of Discipleship Groups
- Establishing a Women's Shepherding Team
- Navigating the challenges brought on by Covid (different types of gathering - outdoors, livestream), and also the departures of staff and members

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

- Hiring this staff person! We need to solidify the consistent presence of a strong and gifted worship leader, and relieve the senior pastor of the burden of wearing too many hats in other areas of ministry.
- Continuing to grow our Discipleship Ministry

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

Continuing our ministries with little staff support and presence, and not over-burdening our volunteers

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

Director of Worship & Youth Ministries

## **Full Time Position?**

Yes

## **OVERALL DESCRIPTION OF THIS POSITION**

The Director of Worship & Youth Ministries will provide significant leadership as a part of their staff team. This person will work to plan and lead weekly worship services engaging the congregation and community. This person will also give leadership to Youth Ministries providing leadership and support to build a strong youth team.

## **Reporting Relationship**

This position would report to the Senior Pastor.

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## Goals and Expectations

- The desire and goal for this position is to strongly establish our musical worship bringing continuity, leadership, and increased passion to our weekly experience as a community.
- We would love to see more people participate and be developed in their musical gifts in worship.
- We desire to strengthen our youth ministry and support our Community Group leaders.
- We desire to impart the wisdom and experience of our Senior Pastor to someone who is developing in their ministry skills.

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

Description:

Christ Church Greensboro is a 10-year-old church located in downtown Greensboro, NC, whose mission is to be a gospel-centered church that brings renewed life to the people of the community. Located in the heart of the city, they have a commitment to diversity and unity centered on the gospel. They are currently seeking a Director of Worship & Youth Ministries to provide significant leadership as a part of their staff team. This person will work to plan and lead weekly worship services engaging the congregation and community. This person will also give leadership to Youth Ministries providing leadership and support to build a strong youth team.

Worship - Specific Tasks include:

- Work on a strategic level with the Senior Pastor to plan events, encourage vision, and implement strategies
- Provide vision, leadership, and spiritual care for the worship team
- Shepherd the A/V Team (sound, visual, stage, etc.)
- Manage volunteer scheduling
- Recruit, interview, and audition volunteers
- Provide training and development opportunities for worship teams
- Bring an intentional focus for multiethnic worship elements

Family Ministries:

- Oversight of our Youth Ministry
- Recruit, develop and lead Youth Volunteers
- Lead Youth Ministry gatherings along with our Youth Leadership Team
- Planning & communication with our youth & parents
- Support, training, and leadership that would be provided includes:
- Weekly staff team meeting
- Weekly service planning with the Senior Pastor
- Occasional retreat, training event, and/or conference

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Requirements:

- A thriving and dynamic personal relationship with God
- Strong vocal and musical skills with a broad exposure to current and traditional music styles
- Strong technical skills in the area of sound and video technology
- A passion for and ability to relate to a variety of people with a particular heart for youth
- Desire and ability to relate to multiple cultures and worship traditions
- Strong communication and organizational skills
- Proven experience in developing leaders and managing teams

## **Educational Preferences**

A seminary degree is desired but not required. We're more interested in the gifting & experience than anything else.

## **Experience**

A teachable person with some experience in worship and/or family ministry leadership.

## **Denominational Affiliation**

It is not critical

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

It would be nice if the person was familiar with the nature of southern cities like Greensboro, but it's not critical.

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

- We would love someone who is strong vocally, can play keyboard and guitar.
- We would like someone who is good at leading & shepherding - a team builder.

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

Skills with audio/visual, social media & presentation software (such as ProPresenter)

## **Equipper or Doer?**

Both! Someone who "does" lead well from upfront, understands the ins and outs of what is needed behind the sound booth, and is able to equip team members to carry out their roles.

## **Attractional vs. Missional**

Currently more attractional, but would like it to be more a mix

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## **Budget Area Supervision**

\$5,000

## **Personal Characteristics Desired**

A genuine relationship with the Lord, people person, integrity, teachable, team player, artistic with an eye for details.

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

We wouldn't want someone who doesn't share our vision for a multiethnic church reflected in worship.

## **Urgency**

We are committed to a process whereby the priority is finding the right person.

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

Administratively skilled

## **Finally...**

- An infectious worshipper of Jesus who is gifted to lead others in worship
- A person with a vision for diversity, musically gifted, relational shepherd
- A teachable team player

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## **Public Job Posting**

### **Director of Worship & Youth Ministries**

#### **Christ Church Greensboro**

#### **Greensboro, NC**

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

- Lead the weekly worship service, providing vision, leadership, and spiritual care to the worship team
- Provide training and development opportunities for worship teams, with a focus on involving more of the congregation in the worship experience
- Work on a strategic level with the senior pastor and other staff members to plan events, encourage creativity and bring an intentional focus on multiethnic and multigenerational worship elements
- Work directly with the middle and high school youth groups. Develop and coordinate a volunteer team to engage in youth ministries and develop a vision for our youth
- On an as needed basis, provide administrative and support services to volunteer ministry leaders

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

- A thriving and dynamic personal relationship with God
- Strong vocal and musical skills with a broad exposure to current and traditional music styles
- Strong technical skills in the area of sound and video technology
- A passion for and ability to relate to a variety of people with a particular heart for youth
- Desire and ability to relate to multiple cultures and worship traditions
- Strong communication and organizational skills
- Proven experience in developing leaders and managing teams

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**Apply here: <https://www.chemistrystaffing.com/christ-church-greensboro-worship>**