



**Worship Pastor/Director  
Opportunity Profile  
Fox Valley Church  
West Dundee, IL**

It is an exciting time at Fox Valley Church in West Dundee, IL ([foxvalleychurch.org](http://foxvalleychurch.org)) as they search for its next Worship Pastor/Director. The Worship Ministry at Fox Valley is looking for a leader to lead and inspire a dynamic team. This Worship Pastor/Director will have the opportunity to enhance the current potential, leverage the solid foundation of ministry, and elevate the ministry through relational leadership, clear vision, and a commitment to excellence.

**OVERVIEW**

Fox Valley Church, located 35 miles northwest of Chicago, is a well-respected congregation within the Evangelical Free Church of America (EFCA) with an average worship attendance of around 500. Despite its close proximity to the big city, West Dundee is able to maintain its quaintness and small-town feel. Nestled along the banks of the Fox River, West Dundee is a great place to live with its fantastic neighborhoods, beautiful forest preserves, and charming downtown shops and restaurants.

Fox Valley Church is a family-friendly place that values intentional ministry and desires to lead people into deeper levels of transformational faith. A consistent, collaborative approach from the Senior Pastor has created a team-oriented atmosphere, creating a workspace where ministry staff is positioned to be an integral part of the decision-making process. A strong desire to reach people with the Gospel is clearly evident at this church.

The leadership team at Fox Valley has established four core values as the underpinnings that shape who they are and what they do:

- (1) Preeminence of God's Word**
- (2) Primacy of Worship and Prayer**
- (3) Priority of Meaningful Relationships**
- (4) Passion for Local and World Outreach**

These four core values are intentionally built into the life of the church and all that they do affirms these values. Fox Valley Church is a Christ-centered, Bible-based community of believers that care about each other and their neighbors. Their greatest priority and strongest desire is to honor Jesus Christ. They believe that being part of a local church is not about religion, but about a relationship with Jesus and are excited to see Jesus change lives.

**THE OPPORTUNITY**

Fox Valley Church is currently seeking a new Worship Pastor/Director to collaboratively work with Fox Valley leadership, to hone vision for the worship ministry, and to invest in and grow a strong team of volunteers that supports it. Currently, an interim director is temporarily leading

the ministry, which delivers two identical worship services on Sunday mornings (at 9:00 and 10:45 AM). Gifted and committed volunteers participate in all aspects of the ministry, from music leadership to sound and lights. While the church has faithful, dedicated volunteers that consistently embrace a desire for excellence, there remains much to be done and the next leader will not lack opportunities to grow and develop the worship ministry into a thriving, exciting component of Fox Valley Church.

The worship ministry at Fox Valley Church not only aims for excellence in musicianship and in execution of Sunday morning services, but also values building a body of believers that is highly relational and spirit-led as they gather together for worship. The next Worship Pastor/Director will embody this commitment to excellence in all aspects of worship arts, including musically, creatively, and technically. At the same time it is critical that this leader possess a desire for building personal connectedness through relationships within the ministry and the congregation.

The next Pastor/Director will be called upon to walk closely with volunteers, empower and encourage them, help identify worship ministry gifts, and incorporate peripheral participants into a more central role in the ministry. Furthermore, a positive connection between the Worship Pastor/Director and the church family will be built through establishing meaningful and authentic relationships. Fox Valley Church has a culture that is highly relational, and once those valuable relationships are established with volunteers and congregants the Worship Pastor/Director will realize even greater involvement and enthusiasm around the ministry.

The incoming Pastor/Director at Fox Valley will also be called upon to build new relationships through the process of recruiting, developing and growing a robust volunteer team. While highly committed and skilled volunteers consistently give their time and talent to the ministry, intentional efforts must be given to inviting new people to join the worship team. The ministry will benefit from additional people serving in various roles (band, sound, set up, slides, etc) and the next leader will be called upon to rally and inspire interested and gifted people in these areas.

The next Pastor/Director will have the opportunity to strengthen the vision for the worship ministry at Fox Valley. Currently people are eager to know what the future of the worship ministry might look like. Some people express feelings of uncertainty while others have a “wait-and-see” attitude. Thus, the congregation and volunteers are looking for a leader to bring a clear vision and plan that will guide and inform the development and facilitation of the worship experience. The church desires a worship leader to clearly and confidently set the tone toward the future. In turn, this leader will find a group of committed and supportive people who buy into the vision, eagerly participating and generating excitement around and within the worship ministry.

## **THE CANDIDATE**

The next Worship Pastor/Director at Fox Valley Church must be a highly relational leader that not only interacts well with people, but also brings a demonstrated capacity for volunteer recruitment, retention, and training. This individual will exude a love for worship and a love for God’s people that will attract new volunteers and encourage existing ones in a way that will inspire and build momentum. He or she will show their love for the Lord as they lead by example. Developing people and nurturing volunteers to establish a strong base in the ministry will be critical in moving the worship ministry forward. Additionally, the next Worship Pastor/Director will be committed to excellence in all areas of worship ministry. Discovering and communicating the right balance between relationship and excellence will be crucial to the success of the next Worship Pastor/Director at Fox Valley Church.

The church is eager to welcome an organized leader who will hone and strengthen the vision for the worship ministry. This vision will inspire volunteers and the congregation in a way that creates excitement and energy – drawing people into God-honoring worship experiences that prepare them to hear and respond to God’s Word. This vision and approach will also include strategies to recruit, train and retain volunteers so that people are encouraged, equipped to serve, and enjoy being part of the worship ministry team.

The right candidate will be motivated by the complexities that arise in a multi-service worship setting, and will have the ability to manage and delegate well. The dynamic of this environment calls for a leader who enjoys assessing effectiveness, troubleshooting problems and addressing challenges before they loom large. This individual will be able to ensure the effective execution of the technical, creative, and musical aspects of the worship services.

The ability to communicate in a variety of ways will be an essential skill for the Worship Pastor/Director at Fox Valley Church. This effective leader will understand and practice strategic, thoughtful and well-timed communication as a means of ensuring a smooth flow of ministry. He or she will also view communication as an essential means of facilitating healthy alignment within the overall ministry of the church and, as an active participant, at the staff leadership table. Frequent, healthy communication will be crucial in worship preparation and planning with the Senior Pastor and within the Worship Ministry as weekend service details are developed and implemented.

Finally, the Worship Pastor/Director will embody a genuine passion and love for worshipping the Lord in Spirit and in Truth. He or she will have a passion that is driven and invigorated by a heartfelt desire to see people changed by being in the presence of God and through worshipping Him. The right Worship Pastor/Director at Fox Valley Church is a leader who longs to bring people to the throne of grace; someone who is open and willing to receive God’s guidance as they lead worship and glorify Christ, not only in what is sung on stage but in how they live in everyday life.

### **WHERE MIGHT WE FIND THIS INDIVIDUAL TODAY?**

- Worship Pastor or Director at a larger church (>500 church attendees)
- Associate Worship Director at a large church
- A Worship Ministry Director with ties to the EFCA or a denomination with similar theological beliefs
- A person working in the marketplace with previous experience in worship ministry within a large church context
- A person who has significant experience leading worship in a college ministry setting (chapel, parachurch ministry, etc).

### **CANDIDATE QUALIFICATIONS**

- In a growing, energetic relationship with Jesus Christ.
- Relationally driven and organizationally gifted
- Strong musical background; formal musical training and/or schooling a plus.
- Leads worship both vocally and instrumentally
- Aligns theologically with the Evangelical Free Church of America (EFCA)
- Experienced with worship ministry in a larger church context (>500 church attendees)

## **INQUIRY PROCESS**

If after reading this description you have some interest in the Worship Pastor/Director position at Fox Valley Church and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

- Your resume or CV (in Word format)
- A current photo
- A brief family bio
- 4 references (at least 1 supervisor, 2 peer or staff colleague, and 1 subordinate). Include phone and email information for each reference. *These references will be contacted later in the process and only with your prior approval.*
- Written responses to the following questions. We believe that one can learn only so much from a resume. Your responses will help us to gain a more complete picture of you and your leadership.
- 2-3 electronic links to video of you leading worship or in musical performance.

Questions for written response:

1. Share your personal faith story. How and when did you enter a personal relationship with Jesus Christ? How do you stay spiritually refreshed in the midst of a busy ministry?
2. What is compelling you to explore this opportunity?
3. What are 2 or 3 of your core strengths? What are 2 or 3 of your “gap” areas in which you need others to support and help you?
4. Describe 2 or 3 accomplishments or highlights from your ministry experience. Why do these accomplishments stand out to you?
5. What are the key factors that you believe should be present in a church or ministry environment in order for you to be most effective?

Please submit your information to:

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