

- I. **GOAL:** To equip Temple Baptist Church to be a missional church that worships God alone and multiplies Christ-followers and reaches at least 1% of the world for God's Kingdom and glory.

- II. **APPOINTMENT:**
Proposed by the Lead Pastor and approved by the Elders

- III. **RESPONSIBLE TO:**
 1. **Christ**
 2. **Be directly accountable to the Lead Pastor**

- IV. **EXPECTATIONS:**
 1. Be an active male member of Temple Baptist Church. This includes fully supporting the statement of faith, vision, values, philosophy of ministry and policies and procedures of Temple Baptist Church.
 2. Be a multiplier of multipliers for Christ's Kingdom (2 Timothy 2:2). This includes leading a small group and endeavouring to apprentice other leaders.
 3. Meet the qualifications of an Elder as listed in 1 Timothy 3:1-7 and Titus 1:5-9.
 4. To have a Bachelor's degree (preferably a Master's degree in Theology or working towards it). This evidences an ability to study and show himself a workman who needs not be ashamed (2 Timothy 2:15).
 5. Be self-motivated and take initiative in efforts to strategize and implement greater opportunities for people to worship Christ and disciple others. This includes working within a team, but also the ability to work independently.
 6. An ability to equip the saints for the work of ministry (Ephesians 4:11-16). This entails not just serving and teaching, but to recruit, train and supervise ministry leaders as well as building healthy relationships amongst worship personnel, small group leaders and missionaries. The position also requires someone who enjoys seeing others succeed and grow in their leadership abilities.
 7. Strong interpersonal skills are required.
 8. To work a minimum of 40 hours per week. One of these days will be Sunday. He should take one day a week off for Sabbath. This day off will be determined in consultation with the Lead Pastor.
 9. Protect the reputation and integrity of others through confidentiality as long as the person is not harming themselves or others.

10. Attend weekly staff meetings to share God stories, pray together, learn together, encourage one another and be accountable to one another.
11. Clearance from a background check (criminal & financial).
12. Must work closely with existing pastoral staff and existing ministry teams, demonstrate sufficient pastoral competencies (i.e. develop and integrate biblical and theological perspectives, personal spiritual maturity, shepherding capacity and is skilled at building teams, leading team decisions, teaching and training teachers and program management.)

V. RESPONSIBILITIES:

1. Attend and participate in all Staff Meetings.
2. Lead our church to have vertical, God-centered worship where we sing one another's songs.
3. Develop a broad vision and strategy for discipling adults
4. Provide Biblical counseling as needed
5. Oversee EPIC small groups through recruiting and coaching new small group leaders. This also includes leading a group of his own.
6. Oversee our Next Chapter Classes including planning classes and recruiting teachers.
7. Oversee our Frontline Ministry and integration ministry.
8. Align our EPIC Small Groups and Next Chapter Classes with the Temple's God Big Story discipleship pathway.
9. Oversee utilization, change and upgrade of the facilities to maximize the creative atmosphere of our Worship, Discipleship and Integration Ministries.
10. Oversee our GO (Global Outreach) Ministries, including care for Temple supported missionaries.
11. Follow up with guests and children who have been absent.
12. Stay current with trends and advances in worship, discipleship and integration.
13. Work with and delegate tasks to Deacon partners based on need and skill set (i.e. Frontline, Benevolence, Music & Worship Arts).
14. To assist the Lead Pastor by performing other duties as determined by the Lead Pastor
15. To preach as assigned by the Lead Pastor
16. To model a missional lifestyle including seeking out relationships in our community who do not know Christ.

NOTE: It is recognized that the position of the Discipleship & Worship Arts Pastor cannot operate within a fixed or a structured time frame on a daily or weekly basis due to the variety of activities and events inherent in the position.

V. REMUNERATION

To be determined based on experience and education