

## **Job Description**

### **Interim Minister of Worship and Congregational Care**

#### **Leadership Team Vision and Roles**

During an interim period, Countryside Community Church (CCC) will be served by a Leadership Team consisting of three co-equal leaders (two ministers and one lay leader) who are called to embody and encourage the faith of the Church to live the transformative adventure of God's love. The Leadership Team (LT) is called to be a highly functioning team that is well supported and connected to an engaged congregation and Church Council. The LT is characterized by skill, synergy, creativity, collaboration, and the accomplishment of goals. Each LT member is mentored, well-supported, challenged, and accountable to the team, the church council, and to the congregation.

Expectations of all Leadership Team members are to:

- Nurture a healthy spiritual life individually and together.
- Work collaboratively and collegially, sharing the responsibility for healthy Leadership Team connection and function.
- Exercise responsibility, leadership, and authority within their portfolio while consulting with the other LT members, lay leadership, and staff. It is expected that input will be sought and collaboration will occur in each area, but the designated LT member will be responsible for the leadership and ensuring the needs for each function are successfully met and related actions are completed.
- Communicate in a timely and effective manner to individuals and the congregation.
- Develop, support and manage the staff in their areas of responsibility.
- Develop and support the lay leadership of the church including attending Church Council and other meetings.
- Participate in the pastoral care needs of the church.
- Share in the officiation of church sacraments (communion and baptisms) as well as weddings and funerals for participants in our church community (ministers).
- Participate in denominational activities such as conference committees and meetings.
- Commit to professional development, study and prayer to increase faith and to improve skills to continuously improve as a leader, teacher and preacher.
- Be accountable to the congregation through the Church Council, Personnel Committee, and Leadership Relations Committee.

## **Interim Minister of Worship and Congregational Care**

The Interim Minister of Worship and Congregational Care has broad responsibility for 1) leading the congregation in meaningful, inspiring worship; 2) leading staff and lay members to provide thoughtful and supportive congregational care; 3) co-leading the congregation in the interim discernment process as we determine the future direction of our church and the gifts and skills we will need in a settled minister to significantly contribute to achieving that future. This person should share our enthusiasm for our Tri-Faith mission, be excited to be involved with the Tri-Faith clergy group, and be willing to infuse Tri-Faith into our ministries. This person should also share our overwhelming and contagious enthusiasm for the church, have a willingness to engage in healthy conflict resolution, and be a change agent guided by Spirit.

Specific areas of leadership responsibility include:

- **Worship Planning & Production**
  - Responsible for majority of preaching and worship leadership. Lead the congregation in meaningful, inspiring worship.
  - Collaborate with the LT to ensure visibility of all LT members to the congregation through worship.
  - Lead the long-range planning process for worship series. Ensure that our vision as the Christian partner of the Tri-Faith Initiative and the relationships with our Tri-Faith partners are an integral part of our ongoing worship.
  - Utilize the resources available through the existing Worship Team and develop a worship team approach to worship planning.
  - Lead the planning and production of weekly in person and online worship. This involves coordination with the other minister and the audio-visual staff.
  - Responsible for quality worship recording and broadcast experience over all venues, including live in-person worship, TV Broadcast, live streaming and other social media sources.
    - Working knowledge and technology proficiency desired of audio/visual, media, and streaming technologies (e.g. ProPresenter, TriCaster, LiveStream, YouTube, Final Cut) to be able to coordinate the audio-visual staff and direct their work
  - Collaborate with arts ministry staff and Arts Ministry Board in worship planning and production.
  - Liaise with the Board of Deacons and attend their board meetings.
- **Arts Ministries**
  - Lead the program staff for music and arts ministries, including direct supervision of the Director of Arts Ministry.
  - Liaising with the Board of Arts Ministry and attending their board meetings.

- Participate in the visioning and goal setting for music and arts ministries, in conjunction with the Board of Arts Ministry, in line with the overall mission and vision of the church.
- Congregational Care
  - Lead the Pastoral Care Coordinator.
  - Lead the staff and congregation in compassionate care for one another and provide ministerial care to meet the needs of the congregation.
  - Liaise with the Board of Pastoral Care and attend their board meetings.
- Discernment Process
  - Be the point person and co-lead the discernment process that will guide the congregation to determine the vision of who we want to become, the leadership and governance model we will use, and how to infuse our presence on the Tri-Faith Commons into our vision and ministries, while incorporating organizational agility.
  - Guide and support the search committee for the future settled minister.

### **Applications**

Applications should consist of the following:

1. Letter of application
2. Resume
3. Videos (2-3) demonstrating worship leadership and preaching style
4. List of three references with current phone numbers

### **Send all materials to:**

Transition Leadership Committee  
Countryside Community Church  
C/O Dan Loven-Crum  
13130 Faith Plaza  
Omaha NE, 68144  
[tlc@countrysideucc.org](mailto:tlc@countrysideucc.org)

Screening of candidates will begin immediately and the search will remain open until the position is filled.

### **About Countryside Community Church**

Countryside is affiliated with the United Church of Christ. We were established in 1949 as part of the Congregational Church, one of the oldest denominations in America, which still remains strong in the New England states. In 1957, our branch of the Congregational Church joined with the Reformed Church in the United States,

independent congregations of the Christian Connection, and the Evangelical Synod of North America to form what is now commonly known as the United Church of Christ, or the UCC.

In the spring of 2019, the congregation relocated to the Tri-Faith Commons at 132<sup>nd</sup> and Pacific as the Christian partner of the Tri-Faith Initiative. See [www.trifaith.org](http://www.trifaith.org) for more information on the Tri-Faith Initiative.

*What we believe:* We are an inclusive, open and affirming family of faith, welcoming all to God's table of love and acceptance. We are diverse, yet united by Christ's example. We care for one another, support one another, and challenge one another to become all that God creates us to be. We work together to nurture our community and to promote peace and justice in our conflicted world.

### **Equal Employment Opportunity**

It is the policy of Countryside Community Church to grant equal employment opportunity to all qualified persons without regard to race, color, creed, national origin, age, gender, gender identity, sexual orientation, marital status, veteran status, disability, or handicap – if such handicap or disability may be accommodated without undue hardship. The recruitment and selection process will be based on job-related, objective qualifications, in accordance with the job requirements of the position being filled. All employees must be able to perform the essential functions of their jobs as set forth in the employee's individual position description. Reasonable accommodations will be made, in accordance with applicable state and federal laws, to assist employees with disabilities in performing the essential job functions.

Countryside Community Church is organized for religious purposes and is substantially supported by a religious body, the United Church of Christ. As a religious organization, Title VII of the Civil Rights Act of 1964 exempts churches from the prohibition on religious discrimination; consequently, our hiring practices may require faith as a job-related, objective job qualification for some specific positions.