



CHRIST THE KING CHURCH
Eastern Hills Worship Pastor
Recruiting Packet

Hiring Process

Thank you for taking the time to review this opportunity to work with Christ the King Eastern Hills Church. This packet contains an overview of the church and the Worship Pastor position. If you are interested, please submit a resume to jobs@ctkeasternhills.com. We will provide an application and questionnaire to qualified candidates. After we review all materials, qualified candidates will receive an assessment packet and request to schedule an interview. After qualified candidates complete these assessments, we will schedule another interview and invite remaining candidates to visit our Sunday gathering in person and meet with a personnel team. We will make a final decision once all visits are completed.

Our Church

Christ the King Church (CTK) is now two churches—CTK Uptown and CTK Eastern Hills. CTK Uptown was founded in 2010 in the inner city of Cincinnati, OH. CTK Eastern Hills was planted by CTK Uptown in 2013, originally in Mt. Washington on the east side of Cincinnati. At that time we were known as CTK Mt. Washington and spent our first two years in a recreation center. In 2015, Eastern Hills Baptist Church experienced a pastoral resignation and humbly offered their property to CTK. CTK Mt. Washington then moved into our current building in Fairfax-Madisonville and changed our name to CTK Eastern Hills. Our congregation is relatively young, comprised of singles, married couples, and families with young children.

Because we cherish joining in fellowship with other churches, we are in the process of seeking membership in the Acts 29 church network. We also have a relationship with the Southern Baptist Convention. Both organizations are missions-minded and share a common vision for planting churches in areas throughout the world where the church is non-existent or in great decline.

Our DNA

Our mission at CTK is to help people know, love, and obey Jesus Christ as Lord over all of life. We believe that Jesus Christ accomplished all of God's purposes and calls us to embody the Kingdom of God in every part of our lives—head, heart, and hands. This DNA is expressed in five Core Identities: worshipers, learners, family, servants, and missionaries. We strive to embody this DNA by planting whole gospel churches, experiencing deep and diverse community, and sacrificially loving and serving our city.

Our Context

Our church is located on the east side of Cincinnati, near I71 and Route 50. We border the Fairfax and Madisonville neighborhoods, which are on the rise in both economic growth and racial diversity. This area has been enjoying increasing growth and opportunity in recent years with many new developments and improvements.

Our City

Cincinnati is a big, old city (originally settled in 1788), but it gets smaller the longer you live here. It is comprised of 52 neighborhoods, with other small cities and neighborhoods in the tri-state that are not part of Cincinnati proper. The population of the city itself is around 298,000, but the region (including parts of Northern Kentucky and Southeastern Indiana) is over 2.1 million people.

Cincinnati is racially and economically diverse. Demographically, it is about 50% white, 42% black, and 8% other races. Cincinnati is home to several Fortune 500 companies, including Procter & Gamble, Kroger, and Macy's. In 2016, Cincinnati had the largest Metropolitan economy in the state of OH, the fastest growing economy in the Midwest, and the 28th largest economy in the US.¹ Yet Cincinnati also has one of the highest poverty rates in the country.² Major sports teams include the Cincinnati Reds, Cincinnati Bengals, and FC Cincinnati. Overall, Cincinnati is a city on the ascent, enjoying major revitalization projects in the downtown area, Over-the-Rhine neighborhood, and elsewhere.

The spiritual climate in Cincinnati is heavily influenced by Catholicism and two prominent megachurches, Vineyard and Crossroads. Christ the King Church Eastern Hills is gradually growing while preaching a bold gospel of repentance and renewal in Christ.

¹<http://www.cincinnati.com/story/money/2017/09/26/cincinnati-leapfrogs-cleveland-columbus-no-1-economy-ohio-28th-nationwide/703487001/>

² <https://citylinkcenter.org/about-us/the-need/poverty-in-cincinnati>



WORSHIP PASTOR JOB DESCRIPTION

I. General Description

- The Worship Pastor is responsible for creating, managing, and executing all creative arts that lead the church to worship. This includes oversight of the worship ministry, leading worship for the Sunday gathering, leadership development and team building, liturgy preparation, stage design, and being attentive to the overall atmosphere of the gathering. The Worship Pastor is also responsible for church administration and operations. This includes managing church finances, church communications, and ensuring ministry teams have necessary supplies.

II. Qualifications

- The Worship Pastor must become a member of CTK Church and be in alignment with our mission statement³, doctrinal statement, and gospel-centered ministry philosophy.⁴
- It is CTK's belief that the titles elder and pastor represent the same biblical office. The Worship Pastor must complete CTK's eldership evaluation process in order to discern whether he is qualified for the office of pastor/elder. The Worship Pastor must meet all the biblical qualifications for the office of pastor/elder according to 1 Timothy 3, Titus 1, and 1 Peter 5.
- A video of you leading worship with a band in a Sunday gathering will be required for the application process.

III. Education/Work Experience

- Minimum of 5 years of experience as a worship leader—the successful individual will be a hard-working and resourceful leader with a ministry mindset and the ability to recruit,

³The mission of CTK is to help people know, love, and obey Jesus as Lord over all of life. This statement is explained in more detail in the updated new member guide.

⁴Our gospel-centered ministry philosophy is expressed in five Core Identities: Worshipers, Family, Learners, Servants, and Missionaries. These are explained in more detail in our membership booklet that can be found in <https://ctkeasternhills.com/who-we-are/>

lead, and equip volunteers.

- Bachelor's degree in a related field (ministry experience may be substituted)

IV. Essential Competencies and Skills

- Initiative & Drive: Goes above and beyond without being asked; creates opportunities or minimizes problems by anticipating or preparing for them in advance; reaches out and accepts additional responsibilities in the context of the job
- Detail Orientation: Expresses concern that things be done right, thoroughly, and precisely; carefully monitors the detail and quality of others' work; provides information or work on a timely basis and in a usable form to others who need it
- Trust & Confidentiality: Maintains appropriate discretion and confidentiality regarding personal information of the people of CTK
- Execution & Results: Sets and maintains high performance standards for oneself and others and holds oneself and teams accountable to achieve results; recognizes and capitalizes on opportunities
- Communication (Written & Oral): Presents concepts clearly and articulately in a variety of communication settings and styles; can get messages across that have the desired effect
- Technology: Possesses strong technology skills (managing website and social media platforms) and the ability to learn and work with multiple platforms while considering new digital solutions for ongoing improvement⁵
- Proficiency & Flexibility: Possesses exceptional musical skills, a flexible musical style, and the willingness to adopt new styles as needed and is a gifted worship leader with experience in vocal training
- People & Organizational Skills: Possesses ability to manage people and tasks in achieving the church's mission

V. Essential Job Functions and Responsibilities

- Oversee, develop, and implement the vision of the CTK Worship Ministry under the direction of the Lead Pastor, including the systems and operational aspects of our vision
- Maintain CTK's standard of excellence in regards to all worship and creative arts, including creative elements on stage, sound system, and on-screen display
- Craft contextually relevant and doctrinally rich worship sets that are a blend of modern worship songs, hymns, celebration songs, and laments

⁵CTK currently uses Google Suite, ProPresenter, Planning Center, Apple Logic, Pro Tools, Wordpress, Behringer X-32 mixing console

- Oversee the song selection for Sunday worship, ensuring their theological soundness and contextual relevance
- Cultivate and champion various forms of creative arts in the church, including songwriting for the worship ministry
- Oversee the weekly liturgy writing responsibilities
- Plan and take responsibility for all “front-of-house” production elements of Sunday gatherings
- Oversee leadership development for all needed areas in the worship ministry.
- Recruit, audition, and develop new musicians, assigning roles in the worship ministry as appropriate
- Oversee and maintain all areas of technology related to the worship ministry, including sound, video, and lighting systems
- Oversee and maintain CTK Eastern Hills’ website and social media platforms
- Oversee and maintain the worship ministry budget
- Oversee, encourage, equip, and communicate with volunteers and teams as needed, including A/V team, musicians, and liturgy writing team
- Develop healthy organizational systems, teams, and leadership to ensure the church’s mission and vision advance
- Oversee the church’s operations and manage day-to-day ministry according to established plans and policies
- Oversee ministry team leads and staff, ensuring the achievement of goals by continuously monitoring performance. Recruit and retain highly qualified team leads
- Collaborate with Lead Pastor and elders regarding ministry administration and implementation of the mission and vision of the church
- Develop and oversee strategic planning and vision. Review, create, and implement policies and procedures to ensure effective operation
- Perform other duties as assigned by the Lead Pastor or elders

VI. Compensation

- Salary is competitive and based on experience and qualifications (plus benefits)