

## Pastor of Discipleship and Worship

### Grace Church: Viroqua, WI

SW Wisconsin / Evangelical Free Church / Est. 2000 [www.grace-efca.org](http://www.grace-efca.org)

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Dear Interested Candidate,

Thank you for your interest in the position of Pastor of Discipleship and Worship at Grace Church. Even though we have yet to meet, we are praying for you and this process—that the Lord would sovereignly lead us to the right candidate for our church body.

If you feel led to pursue consideration, please compile all requested information into a single PDF and email it to: [grace.efca@gmail.com](mailto:grace.efca@gmail.com)

We recognize this is a detailed application. If you prefer, you may first contact our lead pastor, Rich Maurer ([maurer.rich@gmail.com](mailto:maurer.rich@gmail.com)), to discuss the role before applying. Please review the full position description prior to connecting.

In Christ,  
*The Call Committee*

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### Church Overview

- 25-year-old Evangelical Free Church in the beautiful Driftless Region of SW Wisconsin. Visit the [Viroqua Chamber of Commerce](#)
- Two Sunday morning services | Average attendance: 240 (~50% children & teens)
- Gospel-centered, intergenerational family-equipping ministry
- Shining Christ's light in a politically and culturally diverse rural community

*The senior pastor will continue being involved in most areas, collaborating closely with this role. The position empowers the candidate to serve according to their gifts and passions.*

## Pastor of Discipleship and Worship

### Qualifications

Category	Requirement
<b>Character</b>	Above all, be humble and teachable
<b>Faith</b>	Strong, growing personal faith; desire to connect others to God's grace and truth
<b>Alignment</b>	Fulfill Grace Church membership commitments; full agreement with Discipleship Strategy, Constitution, By-laws, and policies
<b>Discipleship</b>	Proven experience multiplying disciple-makers, developing leaders, recruiting volunteers, and relating well to people
<b>Worship</b>	Skills to lead corporate worship; ability to train/equip worship leaders and teams
<b>Biblical</b>	Meet elder qualifications per 1 Timothy 3
<b>Background</b>	Able to pass a background check
<b>Administration</b>	Solid organizational skills to manage ministries, budgets, and volunteers
<b>Communication</b>	Technologically literate with strong communication skills
<b>Education</b>	Ministry degree or equivalent
<b>Credentialing</b>	EFCA ministry credential (or obtain a license within 3 years, ordination within 5 years)

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### Responsibilities

- 60–70% Discipleship
- 30–40% Worship

### Discipleship (Primary Focus)

- Identify and develop people/processes for effective discipleship of all ages per the Discipleship Strategy
- Serve as a spiritual resource for parents on Biblical household application; equip parents as primary spiritual influencers
- Support youth & family ministry leaders/volunteers in program administration, development, and volunteer recruitment
- Provide training, resources, and instruction for youth/family and worship ministry leaders/volunteers
- Encourage spiritual gift utilization and identify service opportunities within the body
- Promote intergenerational ministries to reveal God's work across generations

# Pastor of Discipleship and Worship

## Worship

- Lead music in worship services as needed (~1x/month)
- Train and equip worship leaders and team members

## Preaching & Leadership

- Preach up to 12 times/year (flexible, based on giftedness and development)
  - Serve as ex officio elder in mutual submission to the elder board
  - Collaborate with the senior pastor to shepherd the congregation
  - Participate actively in relevant committees/teams
  - Fulfill responsibilities assigned by the elders and the senior pastor
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## Provisions

<b>Compensation</b>	Salary + housing allowance commensurate with experience/education
<b>Health</b>	Medical insurance/benefits, retirement, workman's compensation
<b>Ministry Expense</b>	~\$2,500/year
<b>Vacation</b>	4 weeks/year
<b>Sabbatical</b>	Per policy, when appropriate
<b>Relocation</b>	Moving expenses covered
<b>Support</b>	Encouragement from the elders and congregation

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## Note from Lead Pastor

The job description may seem pretty huge. That's why a conversation would be helpful.

- In the discipleship areas, I already do most of these things and will keep doing many as we collaborate together. So part of this job description will be shared by me.
- Preaching is very flexible. It's in there if the person wants to develop in this area, but it's not absolutely necessary.
- We will want to have a conversation about our discipleship huddles, which form the foundation of all of our disciple-making efforts. It is the best discipleship tool I have ever experienced.

To me, the collaboration piece is HUGE. It will allow us to:

- Be better together than as individuals.
- Be united in vision and communication at all times.
- Free each of us to be empowered and freed up to serve according to our gifts and abilities.

# Pastor of Discipleship and Worship

## Application Submission

Email all materials in ONE PDF to: [grace.efca@gmail.com](mailto:grace.efca@gmail.com)

### Requested Documents

1. One-page bio
  2. Resume
  3. Doctrinal statement (1–2 pages)
  4. Answers to Application Questions (below)
  5. Audio/video links (if available)
    - Sermon/teaching
    - Worship leading
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## Application Questions

### PERSONAL

1. The first qualification is “Above all, be humble and teachable.” Explain how you meet this.
2. Describe the spiritual leadership and discipling of your family in your home.
3. Who or what has influenced you most in the past 3–5 years?
4. In what ways are you a team player who helps where needed?

### DOCTRINAL (*Answer if not covered in your Statement of Faith*)

1. Preferred form of church polity and why
2. Position on Creation
3. Position on marriage and gender
4. Role of women in the church
5. Security of the believer
6. Miraculous gifts and their use in the church
7. Baptism and church membership

### DISCIPLESHIP

1. Describe the discipleship model that you live personally and use in the local church, and provide an example.
2. In your opinion and experience, what is the most effective way that programs can be utilized in the local church?
3. Interact with [Discipleshift \(Ch. 9\)](#) and [Family Ministry Field Guide \(Ch. 9\)](#)

### WORSHIP

1. Should worship services be designed for believers or unbelievers? Explain.
2. Describe your preferred worship style.
3. What are the intersections between discipleship and worship? How might this dual role be advantageous?