

Pastor of Discipleship and Worship

Grace Church: Viroqua, WI

SW Wisconsin | Evangelical Free Church | Est. 2000 www.grace-efca.org

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

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

In Christ,
The Call Committee

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

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

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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

Provisions

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

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.

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Application Submission

Email all materials in ONE PDF to: 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

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?