



# new covenant

## FELLOWSHIP

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[www.newcovenantfellowship.net](http://www.newcovenantfellowship.net)

### Job Posting: Pastor of Worship

New Covenant Fellowship, a suburban church in central Pennsylvania, is looking to call a full-time associate pastor with primary responsibilities in the area of worship leadership. We believe that there is nothing more important in life than worship – it defines who we are, what we do, and where we're going. We want all of our lives to be worship to God, and it's our goal as a congregation that worship on Sunday inspires and instructs our worship for the rest of the week. A musically capable associate pastor will be able to lead the service through song and use his theological training to lay out all elements of a theologically sound worship service from beginning to end. He will also be able to focus on relationships, mentor musicians and others in their spiritual development, and encourage and teach the congregation in their knowledge and understanding of worship as more than just singing songs – all-of-life worship.

We plan to develop this newly created position around the particular candidate that we believe God is calling to New Covenant. As such, other responsibilities will be added to the core of the position depending on the candidate's gifts, abilities, experience, and interests. This is a full-time position with commensurate salary and funds provided for the pastor to purchase his own health care.

### The Core

The core responsibilities of the position are the following:

- Knit together, plan, and execute the weekly worship service and all special services, working in close partnership with fellow staff members and ministry volunteers, especially the Senior Pastor.
- Work with the Senior Pastor to ensure conformity of each service to his sermon theme, [New Covenant's written philosophy of worship](#), and the doctrine and theology of the Presbyterian Church in America.
- Lead worship dialog and song as well as spearhead the training and preparation of others to lead as well.
- Coordinate all music and worship arts volunteers and ministry leaders, galvanizing them as a team and encouraging them in their service.
- Communicate clearly, effectively, regularly, and encouragingly with all participants in each service, teaching them not only to play or sound better, but to grow in their worship of our great God.
- Coordinate and provide pastoral care for musicians and singers, encouraging them in their walk with Christ.
- Educate and encourage the congregation at large toward knowledge and excellence in congregational singing.

- Recruit individuals to play music and sing.
- Provide leadership and support as needed with worship services for children and youth.
- Invest regularly in relationships with other staff, officers, volunteers, and members of New Covenant.
- As stated above, other responsibilities will be added depending on the candidate's gifts, abilities, experience, and interests.

### The Candidate

The successful candidate for this role will possess the following characteristics:

- Strong grounding in and commitment to Reformed doctrine and theology, preferably in the form of seminary training.
- Willingness and ability to undergo the process of ordination as a teaching elder in the Presbyterian Church in America, if not already completed.
- Strong ability to sing and lead others in singing.
- Excellent overall musical ability, including the ability to read music, and preferably to play both guitar and piano.
- Experience in leading musical practices and arrangement.
- Strong organizational, leadership, and communication skills.
- Willingness to worship regularly with New Covenant, become a fully integrated member of the church community, and take up residence in the greater Harrisburg, Pennsylvania area.

### The Care

All officers and staff of New Covenant are expected to care for one another and for the Church according to our Heavenly Father's example and the explicit commands we find in Scripture.

Briefly, this means:

- Acting at all times as stewards of the resources—financial and otherwise—entrusted to New Covenant. Stewards are not misers, but they spend time and money as wisely as they can (Matthew 25:14-30), and they act in accordance with the rules and procedures promulgated by rightful authorities under God (Romans 13:1-5).
- Exhibiting Christian love toward fellow officers and staff and the Church as a whole. Among other things, Christian love entails showing patience, kindness, humility, an honoring attitude toward others, self-sacrifice, slowness to anger, forgiveness, hopefulness, and perseverance even when ministry is difficult (1 Corinthians 13:4-7). Officers and staff should speak the truth in love (Ephesians 4:15) and should not gossip (Proverbs 16:28).
- Being leaders among leaders. Every person at New Covenant should be growing in his or her faith, and it is the particular responsibility of officers and staff to lead by example in that process. Officers and staff must prioritize their own spiritual development, including spiritual disciplines and regular participation in the normal ministries of the church (Hebrews 10:19-25). Officers and staff should make it a hallmark of their work to invite others to work alongside them and to teach them how to lead in their own right, just as Jesus did (Luke 6:12-16).

When officers and staff fall short of these guidelines, which they will do because we are all sinners, they should apologize quickly and turn from evil more and more.

### The Church

New Covenant Fellowship is a thriving congregation of just over 200 attendees located in the heart of the growing suburbs west of Harrisburg, PA.

Our mission is to learn, love, and live out the grace and truth of Jesus Christ together.

The church was formed in 1972 and has met in worship at its current location since 1992. As a PCA congregation in the Susquehanna Valley Presbytery, New Covenant holds to the standards of the Westminster Confession and the Book of Church Order. Our membership includes a wide diversity of experience and ages including many families overflowing with children of all ages, a strong core of older adults, and a healthy youth group. We are a community-centered, community-loving congregation that is actively seeking to be the hands and feet of Christ to each other and to our surrounding area.

Our vision, as we do this, is to see the grace and truth of Jesus Christ transform the privilege, politics, and poverty that surround us in Greater Harrisburg, and the world.

For access to our church profile form, please see [here](#).

New Covenant believes that there is nothing more important in life than worship, which should be a defining mark of who we are, what we do, and where we are going as a congregation. Our worship must glorify God and be gospel-centered in order that God's spirit may transform us through it. As a PCA church, we want our worship to be winsomely reformed, rooted in history, and true to the scriptures while also being accessible. It is important that worship be dialogical as we communicate a presentation of the gospel story consistently through liturgical structures of adoration, confession, assurance, thanksgiving, petition, instruction, and blessing. Our worship should be beautiful and undistractingly excellent. For a fuller description of our philosophy of worship, please see [here](#).

New Covenant's current music style is a blend of traditional and re-made hymns, modern hymns, and contemporary music. We typically have a worship band of 4-6 members in addition to vocalists, and we incorporate piano, keyboard, guitar, electric guitar, and drums into our music most weeks. While some of our music comes straight from the hymnal, we often sing re-made versions and use songs from the Gettys and Sovereign Grace, as well as various contemporary artists that maintain theological integrity and can be adapted to congregational singing.

### The Process

Interested parties should submit a resume and cover letter addressed to the Search Committee to [newcov@newcovfel.org](mailto:newcov@newcovfel.org). The cover letter should outline the candidate's fit with the responsibilities and characteristics outlined above and [New Covenant's written philosophy of worship](#). If available, please include a worship leading demo (audio or video), preaching demo (audio or video), and PCA Ministerial Data Form.