

Worship & Discipleship Minister (Full-Time)

Church Overview

Milestone is a young, but growing church committed to be word-driven, holy, humble, prayerful, missional, and loving. Located 30 minutes west of Boston, and on Rt. 135 (Boston Marathon route) in Natick, MA, the congregation is ethnically, financially, and generationally diverse.

Position Overview

As the Lord, in his grace and kindness, continues to mature and grow the congregation, Milestone is prayerfully pursuing a Worship & Discipleship Minister who joyfully leads the body in glorifying the Lord through biblical and contextual worship and discipleship opportunities. The Worship & Discipleship Minister leads Milestone's worship services and discipleship ministries (students, adults, and community groups), equipping the congregation to grow in spiritual maturity, engage in biblical community, and glorify God through Christ-centered worship.

Character Qualifications

- Give testimony of a personal commitment to Christ and evidence of God's call to service in this capacity
- Give testimony of a passion and burden for ministry
- Demonstrate high moral character and integrity, supported by references and background screening
- A commitment to studying and applying the Word of God and regular prayer (privately and publicly), for self, the congregation, and local community

Ministry Qualifications

- Theologically aligned with Milestone's Statement of Faith
- Strong vocal skills and experience in worship leading. Advanced in at least one of the following instruments: acoustic guitar or keys
- A missionary zeal and drive for evangelism so as to see many come to saving faith and deep and meaningful discipleship
- 5+ years of previous ministerial experience preferred
- Seminary training and preparation is preferred, though other qualifications/experience will be considered

Expectations:

- Exemplify a Christian lifestyle in action, integrity, and communication consistent with 1 Timothy 3:8-13
- Become a Milestone church member living in accordance to Milestone's Statement of Faith and its Membership Covenant

- Fulfill roles as stated in the job description
- Responsible to and directly supervised by the Lead Pastor and Elders
- Strive to be prompt and exemplify good time management skills
- A strong desire to grow and develop spiritual gifting and theological acumen

Schedule:

The Worship & Discipleship Minister is a full-time position and is required to attend:

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| 1. Staff meetings | 4. Member's meetings |
| 2. Discipleship meetings | 5. A community group |
| 3. Prayer gatherings | |

While leading and serving in:

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| 1. Sunday morning services | 4. Special events |
| 2. Youth group meetings and outings | 5. Community outreach projects |
| 3. Rehearsal practices | 6. Additional events as needed |

Worship Responsibilities

Worship Services

- Prayerfully plan, lead, and coordinate weekly worship services with the Lead Pastor that authentically reflect God's glory, in upholding sound doctrine through music that is:
 - *Commemorative* - the lyrics glorify God's character and work as accomplished in Christ and applied by the Spirit
 - *Congregational* - the congregation is the primary voice—they are not mere spectators
 - *Contextual* - lyrics align with the sermon text, the life of church, and the community
- Manage and oversee overall liturgical flow for weekly services, working with all those involved in the service
 - Weekly update service slides on ProPresenter
- Prepare special worship programs for key events throughout the year (weddings, funerals, Good Friday, Christmas Eve, Metrowest gatherings, etc.)

Worship Preparation

- Oversee, coordinate, and lead worship rehearsals, ensuring that musicians and singers are well-prepared and equipped for all weekly worship services
 - Prepare chord charts, recordings, and other elements required to help volunteers plan and prepare for rehearsals and worship services via Planning Center and other platforms
 - Oversee the administration of the worship ministry, including scheduling volunteers, managing the worship budget, and maintaining technical equipment
- Maintain and oversee the media and worship subscriptions and licenses

Discipleship Responsibilities - Provide vision, strategy, and leadership development across all discipleship environments (Students, Adults, and Community Groups) to serve Milestone and the MetroWest communities with the good news of Jesus Christ

Student Discipleship

- Plan, oversee, and execute weekly gathering for the students
 - Create a word-driven and Christ-centered seven-year syllabus that prepares and matures students' faith, faithfulness, and fellowship
 - Propose and execute the annual budget for the Student Ministry
- Plan, oversee, and execute at least one fall and one winter retreat alongside with one annual mission trip
- Equip and encourage parents in understanding biblical principles of parenting
 - Communicate regularly with parents, including no less than two informational meetings a year
- Regularly minister, develop, and show appreciation to those who are serving

Adult Discipleship / Community Groups

- Oversee, manage, identify, and equip gifted, qualified, and competent leaders within our membership to teach and lead Adult Ministries and Community Groups
 - Have open and constant communications with the leaders of such ministries to share spiritual insights and updates related to participants
 - Plan and facilitate quarterly training meetings that equip and reinforce the vision and strategy of the Adult Ministry and Community Groups
- Annually review the upcoming studies with Lead Pastor and Elders to ensure such studies are best suited for growing the congregation in faith, faithfulness, and fellowship
- Provide Community Group leaders weekly sermon summary notes and discussion questions
- Budget administration:
 - Propose and execute the annual budget for the Community Groups
 - In conjunction with the Adult Ministry and Community Group leaders, propose, execute, and oversee the annual budget

Position Compensation

The salary range for this full-time position is \$65,000–\$80,000, commensurate with experience, qualification, and education. A health care stipend up to \$6,000 will be available and provided. The possibility of housing assistance could be discussed as appropriate.

Applying

Complete and submit an [application](#). If you are unable to submit your application through the online application link, please email Elders@milestonenatick.org for assistance.