



Duncan Christian Reformed Church

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Vision: Sharing the good news of God's love which transforms lives and culture.

Mission: Equipping others for service in the Kingdom of God and for the glory of God.

DIRECTOR OF WORSHIP & COMMUNITY ENGAGEMENT (see [extended job](#) description for further details)

Location: Duncan, British Columbia	Position Type: Full-Time. Approximately 40 hours per week
Reports To: Pastor	Serves On: Ministry Staff and Worship/Ministry Leadership Team
Expected Start Date: TBD	Salary: \$50,000 - \$70,000 - approximate 40 hour work week

PURPOSE

Duncan Christian Reformed Church, located in the beautiful and growing Cowichan Valley on Vancouver Island, is seeking a spiritually mature, relational, creative, and collaborative leader to serve as our **Director of Worship & Community Engagement**.

In our mission for Duncan CRC to be deeply rooted in Christ, actively engaged in the Cowichan Valley, and growing in numbers and diversity, this Ministry Director position will strengthen connections between worship, discipleship, hospitality, volunteer engagement, and community mission.

This Ministry Director position will champion the following areas, recognizing that worship and mission are not separate expressions of church life: (see [extended job](#) description for further details)

Worship Leadership and Coordination

- Create a thoughtful set, song, and liturgy planning that invites the congregation members into meaningful worship.
- Help create a culture where people are welcomed, relationships are formed, gifts are developed, Christ is proclaimed, and God's love is demonstrated through worship.
- Develop worship teams with current members, as well as through youth and other adults interested in worship.

Volunteer Engagement and Team Development

- Engage, equip, and empower people.
- Identify the gifts and passions of the congregation members, recruit and develop volunteers.
- Assist in building ministry teams.
- Seek to create opportunities for participation in worship, hospitality, outreach, and service.

Community Engagement

- Working closely with the Pastor, Council, ministry leaders, staff, and volunteers, the Director will help identify opportunities to build relationships, meet community needs, and create welcoming pathways into congregational life.

QUALIFICATIONS (see [extended job](#) description for further details)

The successful candidate will:

- Be a committed Christian who publicly professes Jesus Christ as Saviour and Lord and support the mission, vision, and theological values of Duncan Christian Reformed Church
- Work well with a team, yet have the ability to work independently, and maintain effective communication with the Pastor and Council.

Will ideally have:

- Experience in worship leadership, church and music ministry, or a related field.
- Familiarity with worship technology, presentation software, sound systems, projection, and/or livestreaming.
- Ability to build authentic relationships with individuals, families, organizations, and community partners.
- Strong interpersonal, communication, and networking skills.
- Experience in community development, outreach, social services, volunteer coordination, education, ministry, or a related field.
- Knowledge of the Cowichan Valley and local community resources.

WORK FRAMEWORK

- Full-time, flexible, salaried position based on 40 hours per week.
- Sunday worship leadership and participation are required with some negotiable flexibility.
- Staff and ministry leadership meetings as required.
- Worship rehearsals and preparation as required.
- Evening and weekend commitments will be required based on worship services, community events, outreach programs, and ministry needs.
- The position will include a combination of office-based work, church-based ministry, community meetings, volunteer coordination, worship preparation, and community outreach.
- The Director may be expected to participate in special worship services, seasonal events, and other ministry activities throughout the year.

COMPENSATION AND BENEFITS

- \$50,000-\$70,000 (based on education and experience)
- 2 weeks paid vacation
- Health and benefits package, subject to the terms of the church's benefit plan.
- Professional development opportunities.
- Opportunities for ongoing theological, ministry, worship, and leadership development.

HOW TO APPLY

Interested candidates should submit the following:

- Cover letter describing their Christian faith journey, ministry experience, worship experience, and interest in community outreach.
- Current resume.
- Three professional, ministry, or community references.

Applications should be submitted to:

Jim Brandsma

Duncan Christian Reformed Church

930 Trunk Road
Duncan, BC V9L 2S1

Only those being considered for the position will be contacted.

Email: employment@duncancrc.org