

# EMMANUEL

## Position Title: **WORSHIP DIRECTOR**

**Description:** Our mission as the church is to *model the coming kingdom of God in word and action* – which means living into that prophetic vision of life and wholeness for the world here and now, in the Spirit of Jesus. Part of the kingdom vision we find in our scriptures includes all tribes, tongues, and nations gathered around the throne of God in unity and in worship of our creator. Our Sunday morning worship gathering is an opportunity for us to practice this vision of the future while learning more about the Christian story through song, prayer, art, fellowship, and teaching. In partnership with the Senior Pastor, the Emmanuel Worship Director is responsible for planning and producing our Sunday gathering, including service planning, primary musical leadership, band direction and recruitment, and coordination of supporting roles like sound, art, and visual projection teams.

**Reports to:** Senior Pastor

### **Areas of Responsibility and Specific Duties:**

- *Service Planning (4 hours per week)*
  - The Worship Director will work with the Senior Pastor to establish the themes and texts for our Sunday gathering, based on the current sermon series and other factors. When sermon themes and scripture have been selected, the Worship Director will construct the run sheet for the Sunday service, including appropriate prayers, scripture readings, and an average of 6-7 songs per week. Care will be taken to represent a broad variety of worship traditions, including a mix of contemporary songs and classic hymns, and music that represents multiple genres and cultures. One of our kingdom-modeling goals for worship is that we are training our hearts to embrace the full spectrum of diversity represented in the kingdom of God, which means, in part, singing the songs of our people throughout time and from around the world in every culture. This may require investigating and learning new music beyond the Worship Director's personal cultural background.
  - Create and print all materials (chord charts, etc.) for the band in a timely fashion.
  - The Worship Director will assemble and direct a team of sound and projection volunteers to serve at each Sunday service, and will communicate appropriate details in advance. The Worship Director will also recruit and collaborate with artists of all kinds to enhance the worship service through stage design, visual displays, and performance pieces.
- *Band Development and Rehearsal (4 hours per week)*
  - Build personal relationships with musicians in the Emmanuel community, and those who might like to join the Emmanuel community. A continual process of recruiting and on-boarding new worship team members is part of the Worship Director's responsibility.
  - Assemble multiple band teams for a monthly rotation of worship leading.
  - Early on Sunday mornings, or at another time in the week selected by the Director, rehearse the music for the weekly service with the band.
  - Create and update a 3-month calendar for musicians, with weekly reminders to all members of the worship team regarding who is playing each week, rehearsal times, and information about which songs to practice in advance (chord charts, special instructions, etc.).
  - The Worship Director should plan to personally lead the band at least three times per month. On weeks when the Director is not personally leading the band, they will assign a secondary worship leader to coordinate rehearsal and Sunday morning leadership, and will collaborate with that person to prepare the service order.

- *Sunday Mornings (4 hours per week)*
  - If the Worship Director is leading the band on a given week, they should plan to arrive at the church no later than 8:00am for setup and rehearsal. (All musical rehearsals should conclude by 9:40am, and the service will begin at 10:00am.)
  - The Worship Director will coordinate the monthly rotation of sound and projection volunteers, and will work with them on Sunday mornings to ensure that the technical details of production for the service are ready to go by 9:40am.
  - Tear down and clean up after the service.
  - Whether leading worship or not, it is an expectation that all staff members will strive to attend at least 75% of Sunday worship gatherings, for the purpose of building relationships and contributing to the community as a member of the Emmanuel family.
- *Weekly Staff Meetings (2 hours per week)*
  - Attend a weekly Emmanuel staff meeting with the Pastor, Administrator, Ministry Teams Coordinator, and Facilities Manager. Work separately with the Pastor to plan worship.
- *Other tasks as assigned*

**Compensation:**

The Worship Director will receive an annual salary of \$22,000. This position does not include health benefits.

**Time Commitment:**

This is a year-round position, with regular responsibilities averaging **15 hours per week**. Certain tasks must be completed each week of the year, and if the Worship Director is on vacation or otherwise unable to work the required hours on a particular week, they are responsible for securing volunteers to ensure the work is completed on schedule. Attending at least 75% of Sunday worship services is expected for this position.

**Qualifications:**

- \* Personal, humble, and thoughtful Christian faith. Respect for the broad diversity of Christian expressions.
- \* Self-motivated and able to complete detailed tasks with minimal supervision.
- \* Familiarity with core values of Emmanuel and the ECC ([emmanuelphinneyridge.org/our-denomination](http://emmanuelphinneyridge.org/our-denomination)).
- \* Musical and band-leading proficiency, with prior experience in a congregational setting preferred.
- \* Excellence in one or more lead instruments: piano, guitar, vocal.
- \* A warm and engaging personal presence and the ability to connect with people from all backgrounds.
- \* Desire to participate in the full life of the community as a member of the body.
- \* Theological and cultural competencies (seminary or equivalent training preferred).

**About Emmanuel Church:**

Emmanuel is a small, family-like congregation with a long and rich history. The church was founded in Phinney Ridge in 1930 as the result of a merger of two local Swedish Covenant churches. Although founded by members of the Covenant denomination, the church remained independent throughout most of the 20<sup>th</sup> century. Like many older churches, Emmanuel experienced a slow decline in membership for many decades, and eventually reached the point in 2010 when only a small group of people was meeting to pray together on Sunday mornings. Since that time, fresh faces have arrived, and we now find ourselves in an exciting new season, with the conviction that God is moving among us and has called us to reach out in fellowship and service to our neighbors. Among many other changes that are taking place here, we have recently re-joined our founding denomination, the Evangelical Covenant Church. We are now dreaming about the next chapter of our life together, knowing that God is calling us to serve and bless our neighborhood and our world in creative new ways – and that we must do that together, as an intentionally diverse but unified family.

*Submit questions or letters of interest to [bob@emmanuelphinneyridge.org](mailto:bob@emmanuelphinneyridge.org).*