

Director/Pastor of Worship and Creative Arts

Mission

The mission of the Director/Pastor of Worship and Creative Arts is to develop a community of reproducing artists to lead experiences that bring Jesus' hope to an imperfect world for the glory of God.

Competencies

The Director/Pastor of Worship and Creative Arts is a leader who:

- **Radiates positivity:** As a worship leader, you set the tone for many of our weekend experiences. While we are never fake, we do know our attitudes are contagious. Therefore, we want to display attitudes that are worth catching.
- **Inspires Action** – You have a natural, infectious style that inspires others to jump into whatever you're doing with both feet.
- **Develops People** – Every person you meet oozes potential, and you can't wait to help them develop their God-given abilities.
- **Executes Excellence** – You don't just have big ideas, you bring people and resources together to execute the details that make good ideas great experiences.
- **Celebrates Diversity** – Jesus loves the little children of the world isn't just a song you can sing, it's a reality you celebrate in your home, neighborhood, church, and community.
- **Loves Life** – Let's just say it, you aren't boring – because no one wants to work with a boring teammate.
- **Practices and masters** the Exponential Model of reproducing artists.
- **Does life** with un-engaged neighbors once a month-- making BOLD MOVES to share his Jesus story.
- **Worships Daily** – As our lead worshiper, he ministers unto the Lord in regular personal worship and praise and gives himself to the ministry of Prayer and the Word (Acts 6:4). He seeks to walk uprightly before the Lord in his personal life, seeks the mind of God, giving Jesus the first 15 minutes of each workday.

Essential Job Functions

The Director/Pastor of Worship and Creative Arts will:

- Minister unto the Lord in regular personal worship and praise. Give yourself to the ministry of Prayer and the Word (Acts 6:4) and seek to walk uprightly before the Lord in your personal life.
Seek the mind of God.
- Schedule song sets and teams (musicians, vocalists, media, sound, video, stage management, and social media [Adventure's Facebook, Instagram, Youtube, and website accounts]) two weeks in advance.
- Follow the Spirit with the lead pastor to create engaging worship experiences.
- Provide weekly spiritual development opportunities for the worship arts community (small group discussions, devotionals, studies, etc.).
- Develop three annual big event artist experiences (Easter, Christmas, and ?)
- Support all Adventure departments with Adventure's worship and creative artists.
- Invest relationally in the lives of Adventurers outside of structured Adventure venues (twice weekly).
- Bring Adventures' visual communications to a standard of easily recognized excellence. Create, develop, and oversee teams to handle video production, social media, website, and visual communication.
- Shepherd and apprentice a WCA community of 40 artists (**1 Year**).

180 Day Initial Period of Employment Goals:

- Minister unto the Lord in regular personal worship and praise. Give yourself to the ministry of Prayer and the Word (Acts 6:4) and seek to walk uprightly before the Lord in your personal life. Seek the mind of God. Give Jesus the first 15 minutes of each workday **(weekly)**.
- Focus on building relationships ('gelling') with our WCA **(180 Days)**.
- Propose a plan to support our WCA Community (monetarily, with certificates, and or thoughtfulness, etc.), our WCA community **(90 Days)**.
- Shepherd and apprentice the WCA community through group prayer, devotions, small group discussion, and fun **(weekly)**.
- Invest relationally in the lives of Adventurers outside of structured Adventure venues (once weekly).
- Follow up with 5 regular or new-to-Adventure guests **(weekly)**.
- Prayerfully identify and start apprenticing three high-capacity adult WCA artists in a weekly growth group **(180 days)**. Artist-apprentices each apprentice one artist in the future (9-18 months).
- Pursue our Sacramento Style while tightening up repertoire of songs to 30 (evaluated via Planning Center). The ideal worship style for Adventure Church encompasses the diversity that reflects our community. We are multi-ethnic and multi-generational and desire a sound that matches. Our congregation responds to high-energy and uplifting songs like those of Phil Wickham, BJ Putnam, Elevation Worship, Maverick City Music, and Brandon Lake, along with the meditative and introspective worship of Cece Winans, Brooke Ligertwood, Charity Gayle, and Hillsong United. The ability of a worship leader to tie in traditional and contemporized hymns and classic choruses while staying up to date with modern worship songs is highly valued **(45 days)**.
- Expand our WCA's community from 33 to 38 artists **(180 Days)**.
- Plan and execute buzz-worthy, unforgettable Christmas Eve and Easter Sunday hope experiences that invite the community to experience a taste of life in God's kingdom **(180 Days)**.
- Work with the Associate Director of Worship and Production to create a plan to maintain our social media presence and reach using photos, videos, and graphics. **(90 days)**.
- Bring Adventures' video production to a standard of easily recognized excellence **(90 days)**.

Outcomes

The Director/Pastor of Worship and Creative Arts will:

- Follow the Spirit with the lead pastor to shape and create an engaging worship experience. Our worship experiences are 72 minutes or less. The song set is a 20-minute experience with additional communion & offering underscore, and an occasional high-energy dismissal. Ideally, we would like some different templates.
- Create a compelling vision that inspires artists, musicians, and singers to work together to consistently create engaging worship experiences and events.
- Create engaging experiences for people of various cultural, economic, and spiritual backgrounds to worship God in a budget-minded, growing church.
- Develop Adventure's WCA community with the long-term goal of serving the children, students, and adult worship venues (3 years).
- Work with our team to engage adults attending Sunday experiences to maximize 3 services and develop the systems to support a multi-site strategy (3 years).
- Execute buzz-worthy, unforgettable events that invite the entire community to experience Jesus' hope.
- Oversee the Associate Director of Worship and Production Role, knowing that they are a support to the Worship and Production Ministry.
- Bring Adventures' visual communications to a standard of easily recognized excellence. Create, develop, and oversee teams to handle video production, social media, website, and visual communication.
- Inspire and equip three high-capacity volunteers through a weekly growth group for 9-18 months who will invest their lives in making the next generation of artists.
- Invest relationally in the lives of adventurers interested and within the worship community after rehearsals, at coffee houses, and simply hanging out (twice weekly).
- Pursues our Sacramento Style: The ideal worship style for Adventure Church encompasses the diversity that reflects our community. We are multi-ethnic and multi-generational and desire a sound that matches. Our congregation responds to high-energy and uplifting songs like those of Phil Wickham, BJ Putnam, Elevation Worship, Maverick City Music, and Brandon Lake, along with the meditative and introspective worship of Cece Winans, Brooke Ligertwood, Charity Gayle, and

Hillsong United. The ability of a worship leader to tie in traditional and contemporized hymns and classic choruses while staying up to date with modern worship songs is highly valued.

Church Values

A successful director/pastor of worship and creative arts candidate will not only agree with these values but also be excited about seeing them lived out in our community. The successful candidate will be able to point to evidence in his or her own life of these values.

- **Come as you are:** We seek to be a church where no one ever questions whether or not they belong here. Everyone is welcome. Everyone belongs. You can always come as you are. Our job is to love people well. We can't do that if we don't let people come as they are.
- **People Matter:** We seek to be a church that actively demonstrates that every person matters to God. In our actions, words, and attitudes, we want to continuously live this out.
- **Bold Moves:** We seek to be a church full of people who take bold moves to share their Jesus story with our neighbors, friends, and coworkers.

Team above individual: There will be times when one ministry or department has to sacrifice in order for the whole church to thrive. We are looking for a candidate who is passionate about their department but is even more passionate about the welfare of the whole church.

Go the extra mile: While each staff member has a specific job description, there will be times when it's "all hands on deck." During those times or seasons, we want staff who will help each other out and work to see something succeed.

Laugh together: We spend 40+ hours together per week. We want to be a team that actually likes being around each other. Life is too short to work alongside people who don't enjoy each other's company. Therefore, we prioritize staff relationships and the ability to laugh and have fun together.

Practice our core competencies: While everyone is different, we all want to be committed to three things: being *humble*, *hungry*, and *smart*. It is impossible to have a healthy church staff culture if those three things are missing as a team or as an individual. *Humble* is all about recognizing others and acknowledging their contributions. It's a lack of self-centeredness and ego. *Hungry* means you are passionate about the mission of Adventure. You don't have to be outwardly motivated because you are internally motivated to see the mission lived out. You aren't looking for how to get out of work or do less. You are enthusiastic about seeing Jesus' Hope come to everyone in Natomas. *Smart* is all about being relationally intelligent. It means you can work well with others and you recognize how you come across to other people. You speak, but you also listen. You lead, but you don't steamroll people. People don't feel ignored or used by you.