

Position: Worship Arts Pastor

Department: Worship Arts

Job Type: Full Time (40hrs/wk)

Reports to: Executive Pastor

OVERVIEW

The Worship Arts Pastor is responsible for all elements of a worship service. These responsibilities include giving supervision and oversight to the areas of music, production (including livestream), special videos, and outreach efforts related to a service. Services include 52 Sundays per year at all venues, special events such as Christmas, Easter, and Worship Nights, while supporting events such as weddings and memorial services.

JOB SUMMARY

HOPE is a church community that gathers together in Richmond, Virginia. We seek to offer experiences, relationships, and places where people can find life and purpose through Jesus Christ. We are a catalytic movement offering the Gospel to as many people as possible as creatively as necessary. Our community gathers together in person and on livestream for worship every Sunday. Services last around an hour and include a time of musical worship, prayer, and teaching. We follow Jesus together, because we were made for relationships. HOPE offers opportunities to meet people and find resources that will help you grow in your faith. God has called us to be part of something way bigger than ourselves. When we engage in serving, we are not only living out our calling, but we are changing lives within our community, city, and world.

HOPE provides a joyful work atmosphere in a team-oriented environment. Our staff is energized by working together toward a common goal. We place value on being Biblically engaging, owner operators, people-focused, kind, authentic, and doing what we do with excellence.

HOPE does not discriminate on the basis of race, color, national origin, gender, age, disability, genetic information, marital status, pregnancy, childbirth or related medical conditions, including lactation, status as a veteran. As a religious institution, HOPE reserves the right to favorably consider employees or prospective employees on the basis of religion, as permitted by law

Employees at HOPE are people who enthusiastically support the mission and vision of the church and are committed to compliance with HOPE's religious beliefs, policies, and practices. They possess special aptitudes, skills and capacities required in their field of work. In recognition of the purpose of the Church, employees possess a cooperative spirit and cultivate the goodwill of their associates. They exhibit the desire and capacity to learn, to grow, and to improve.

The Worship Arts team is a group of creatives, storytellers, production geniuses, and musicians who help give life, sights, and sounds to the vision and mission of HOPE.

RESPONSIBILITIES

- Leading worship
 - Developing the worship plan for all 52 Sunday services in the year
 - Leading worship on Sundays (with a number of Sundays off, determined in conversation with supervisor), special events, memorials, worship nights, Christmas, and Easter
 - In collaboration with the teaching pastors, vision-casting for weekend worship services and events
 - Collaborating on, planning, and executing weekend and special event worship segments and weekly rehearsals
- Designing, directing and producing worship services to help the church deepen its worship
 - Leading the teams planning for Sundays and special services
 - Supporting the sermon series design process with the teaching pastors, which entails leading the weekly huddle meeting for those involved in service content on Wednesday mornings
 - Developing volunteer worship teams and training musicians and vocalists
 - Overseeing the service production (video, audio, lighting, and stage) for all worship services and experiences, including special events, by managing all technical staff and equipment
 - Supporting the development of creating and sharing original worship songs
 - Hosting individual and team meetings to build community
 - Researching and incorporating new creative elements such as music, art, visuals, video and production
- Overseeing the administration of the worship arts team
 - Hiring/contracting, training, and managing Worship Arts staff as needed for all worship service needs
 - Building relationships with Worship Arts volunteers, team leads, and staff
 - Coordinating with Communications team to ensure consistent digital worship experiences that are consistent with the values of HOPE
 - Leading regular evaluations and debrief sessions to maintain a bar of excellence and monitor the impact of service programming
 - Shaping and managing the Worship Arts budget
- Elevating worship as a value throughout the life of HOPE
 - Overseeing an environment of arts that is influential in helping HOPE's people grow in understanding and love for God
 - Creating a warm, friendly, and welcoming atmosphere for the HOPE community from arrival until departure, by developing worshipful experiences around the campus (specifically song selection for the public gathering spaces and for the livestream)
- Other duties as assigned by supervisor

EXPECTATIONS

- As a high-level leader at HOPE, the ideal candidate will have a personal commitment to and flourishing relationship with Jesus Christ
- Minimum Bachelor's degree, a master's degree or seminary experience is appreciated
- Proven experience in leading people and shaping live experiences to create environments of spiritual growth
- Demonstrated track record of managing budgets and high-performance teams
- An understanding of, and resonance with, HOPE's mission, vision and values and v30 direction
- Affirmation of [The EPC's Essentials of Faith](#)

PHYSICAL DEMANDS

- Noisy environments
- Light work that includes moving objects up to 20 pounds
- Moving about to accomplish tasks
- Communicating with others to exchange information
- Ascending or descending ladders, stairs and the like
- Repeating motions that may include the wrists, hands and/or fingers

WORK SCHEDULE

- 40 hours per week, with availability at the following times:
 - Sunday - 6:30a - 12:30p and 2:30p - 8:30p
 - Monday - 9a - 5p
 - Tuesday - 9a - 5p
 - Wednesday 9a - 3p and 5p - 9p
 - Thursday - 9a - 3p
 - Friday and Saturday off (with some exceptions)

Hope Church is partnering with [Slingshot Group](#) to place this strategic role on our staff.

If you are interested in applying or have questions, please contact [Becky Ykema](#) (bykema@slingshotgroup.org) and include a current copy of your resume and a cover letter.