

DIRECTOR OF WORSHIP

LEADERSHIP POSITION DESCRIPTION

The River's Statement of Purpose

To embrace in community the life-changing person and teaching of Jesus and to manifest together His kingdom deeply in our lives and broadly in our world.

The River's Journey

The River is a church that is very much on a dynamic journey. We started 13 years ago in suburban Sunnyvale, CA, a relatively privileged community in Silicon Valley. Our initial goal was to become a church that was deliberately accessible to a postmodern generation of seekers. Our original demographic was predominantly young professionals, single and white.

In recent years, the Holy Spirit has led us to embrace more fully all the dimensions of Jesus' Kingdom. God has impressed upon us His special concern for "the least" as well as the "lost," and His desire for a church that would serve as a bridge between the "haves" and the "have-nots" of our society. As part of that process, under the leading of the Holy Spirit, we moved our Sunday morning celebration service to urban San José, a more socio-economically and culturally diverse neighborhood. While our church still retains some of our original demographic, we have become more multi-ethnic and multi-class in our overall makeup.

Currently, we have 250+ people who are active participants in the community, most of which join us for corporate celebration and worship in one service on Sunday mornings. 150 of our people are members of a regular small group. We have several local and foreign mission initiatives that reflect our understanding of "integrated mission," where verbal proclamation is integrated with an active demonstration of the Kingdom. We also place a high value on helping people to progress on their personal healing journeys to become healthier people in constructive relationships.

Worship in our journey:

I. The place of worship on Sunday morning

In our Sunday morning celebration, worship is our response to the proclamation of God's Word. We speak of two "ramps" that we want to build each Sunday morning. The first ramp (often a culturally-relevant media piece) addresses the question: Why should I listen? The assumption in our postmodern setting is that many people (non-Christians and even Christians, sadly) do not ascribe authority to the Word of God. The second ramp (the message) addresses the question: Why should I worship? We see worship as the main event of the morning. As such, it is far more than a well-led time of singing. It is the facilitation of our response to the work of the Spirit in our midst. It includes song as well as communion and prayer ministry. We believe it calls for careful preparation as well as flexibility and sensitivity to the Holy Spirit.

II. Style and mode of worship

Historically, our worship has been characterized by a high level of spiritual, musical, technical, and creative quality. Stylistically, the core of our music could be characterized as greatly influenced by Chris Tomlin, the David Crowder Band, and a smattering of other contemporary types.

Over the past three years, we have become increasingly aware of our human tendency to view the worship service as a product suited to the needs and tastes of the customer. While there are undoubtedly lessons to learn from the customer service world, we believe that that mindset is ultimately counter-productive to the aim of forming a community of disciples and worshippers. Therefore, we have sensed God's call to carefully and creatively consider what it would mean for our worship service to be an embodiment of the gospel. In response to this invitation, we have taken steps of growth in the following areas:

1. Sensitivity to the leadership and ministry of the Holy Spirit in the context of the worship event (1 Corinthians 12-14). Pastors and worship leaders are listening for a word from God in the context of worship and frequently give direction for prayer ministry.
2. Honoring of the historical riches of the Church's worship life (Jeremiah 6:16). We have adopted the practice of observing the major seasons of the church calendar (Advent and Lent). Moreover, we have included some hymns in our repertoire of songs we sing.
3. Worship as an intergenerational experience (Malachi 4:6). We are grieved that 70% of church-bred youth are out of the church by their mid-twenties. We feel compelled to search for ways to include children and youth in the life of the church as one strategy to fight this trend.
4. Including musical styles and cultures (e.g., songs in Spanish or to a reggae beat) in an effort to create an hospitable place of worship for people of different ethnicities (Mark 11:17).

We are looking for a Worship Director who can continue to lead us along this trajectory of growth. We are aware that a candidate may not have experience in all four areas. Our hope is that he or she will have affection for some of the areas and be open to experimentation in the others.

Role of Worship Director:

The Worship Director is an integral part of The River's Sunday morning planning team. This team includes the Teaching Pastor, the Program Director, and the Worship Director. These leaders carry the following responsibilities:

1. The Teaching Pastor is responsible for discerning content (scriptures, themes, issues) that will nurture and challenge the church community.
2. The Program Director is responsible for creative expression as well as overall coordination and execution. S/he is responsible for keeping our planning rhythm by calling and leading planning meetings in a timely manner.
3. The Worship Director works in collaboration with the Teaching Pastor and the Program Director. S/he is responsible for leading the people into the inner court of God's presence to facilitate the response that is appropriate for the moment.

Responsibilities:

1. Worship planning, preparation, and leadership
 - a. Lead in a manner that is resonant with the four areas of growth listed above.
 - b. In collaboration with the Sunday morning planning team, prayerfully discern God's desire for worship for each Sunday morning service, and plan accordingly. This overall process essentially covers all the non-preaching aspects of the service. The discernment and planning takes place under the overall direction of the Teaching Pastor. The planning process also involves close collaboration with the current Program Director in Celebration and the Creative Design Team.
 - c. Lead the worship team in all necessary rehearsals and spiritual preparation.
 - d. Provide a consistent level of pastoral leadership via worship on Sunday mornings. While we expect that, over time, the Director will develop other volunteer worship leaders (see #2 below), we also expect that the Director will remain the most consistent leadership presence for Sunday morning worship.
 - e. Serve as a main channel for God's spirit to "pour out new wine" into our church in the area of worship. This involves attending periodic conferences, retreats, and other venues which will inspire and develop the Director.

2. Recruiting, empowering and developing worship team members and leaders
 - a. Recruit, train, and empower members of the Sunday morning worship team.
 - b. Multiply and mature the worship gifts at different levels and in different contexts of the church (e.g., retreats, special events, and small groups).
 - c. Provide periodic settings that will gather and inspire all the various teams involved in Sunday morning.

3. Oversight of logistics

In our current arrangement, the following responsibilities currently are to be carried out by the Worship Director. It is our hope and expectation that the Director will lead in such a way that over time, some of these responsibilities can be delegated to emerging volunteer leaders.

 - a. Serve as the main point of technical coordination between the worship team, Sound Team, and Technology Team (in regards to slides for worship lyric). Currently, this involves providing the lyric slides, the "roadmap" for the progression of lyrics, microphone setups, and other details. The Director also insures general quality control and troubleshooting around sound issues.
 - b. Order necessary supplies for the Worship and Sound teams. Track budget expenditures for those teams.

4. The Worship Director is a key part of our staff team and will participate in weekly staff meetings and periodic retreats.

Qualifications:

The candidate should demonstrate the following:

- a. Maturing love and passion for God that leads to a life of worship and holistic discipleship.
- b. Commitment to the mission of the River Church Community.
- c. Strong spiritual gift of worship leadership and track record of effective ministry.

- d. Musical excellence and competence in developing excellence in team members.
- e. Commitment to an experience in leadership development such that the spiritual gift of worship leadership is cultivated in others.
- f. Creativity and the ability to work well in creative team settings.

Direct reporting and review:

The Director of Worship will report to, and be reviewed by the Teaching Pastor, Brad Wong.

Estimated Hours:

This position is scoped as a half-time, salaried role.

Contact:

Questions, cover letters and resumes should be directed to jobs@the-river.org.