



## Pastor/Executive Director of Worship Job Responsibilities

**Local Context:** Davis, California is a town 15 miles from Sacramento that is known for its strong university presence (University of California), cycling community, parks, Farmer's Market, local agriculture industry, and independent streak. University Covenant Church was founded in 1966 and is a member of the Evangelical Covenant Church. UCC currently has three Sunday services with a total average attendance of 800-850. Our vision is "That all people would know Jesus." We are seeking to do this by Making Disciples, Multiplying Leaders, and Unleashing Compassion.

**Reports to:** Lead Pastor. A similar vision and healthy relationship between the Pastor/Director of Worship and Lead Pastor is essential. Our ideal candidate desires to catch and implement the vision of the Lead Pastor.

**Supervises:** The Sunday Gathering team, made of up the Choir Director (classic service), Tech Team Leader, Hospitality Team Leader, and Producer/Administrative Assistant

### We long to see...

#### **A church that enthusiastically worships God through musical worship**

Our ideal candidate is a strong song leader and is able to lead us through musical worship into the awareness of the presence of God. This person leads out of his/her own devotion to God and leads us in such a way that we are also eager to invite our friends into worshipping God, because our vision is that all people would know Jesus.

#### **The development and multiplication of worship leaders, band members, and youth worship leaders**

Our ideal candidate has a knack for developing and multiplying people in the areas of musical worship, worship leading, and spiritually through discipleship and training opportunities. This person will collaborate with our youth staff to raise up youth worship leaders for youth group and integrate them into Sunday worship. The multiplication of leaders will allow us to start new church plants and extensions.

#### **People becoming followers of Jesus**

Our ideal candidate has a heart for people who are not yet followers of Jesus, and can lead worship in such a way that gives space for people who don't know Jesus yet to experience Him through musical worship.

#### **Cohesive worship teams that reflect the ethnic and age diversity we long to become as a church**

Our ideal candidate will create cohesive and bonded teams that reflect the ethnic and age diversity we long to become as a church (an important book that shapes our vision for worship is "Worship Across the Racial Divide" by Gerardo Marti). This person will empower people of different ethnicities and ages to lead us into worship of God.

#### **A warm and transcendent worship environment**

Our ideal candidate will create a team that uses lighting, decor, and stage design to create a worship environment for us and our community that leads us into an awareness of God's presence.

#### **An environment of high hospitality for newcomers and guests**

Our ideal candidate will oversee, through our hospitality team, the implementation of a warm, welcoming Sunday experience and environment, infused with hospitality from "street to seat," and back again (see "Secrets of a Secret Shopper: Reaching and Keeping Church Guests" by Greg Atkinson).

**Character Qualities**

- A mature walk with Christ, personal spiritual disciplines, and consistency both in public and private life
- A desire for others to know Jesus, both within our congregation and in the community at large
- Work cooperatively with other team members to support the whole ministry of the church
- Demonstrates pastoral care for people in worship ministries

**Core Competencies**

- Strong song leader
- Strong vocal skills
- Strong musical knowledge and proficient in at least one instrument
- Appreciation for the diverse worship styles that are reflected in our congregation
- Sound and technical proficiency
- Bachelor's degree or higher preferred, music emphasis preferred
- Several years of experience working in a vibrant worship ministry

**Expectations of all UCC Ministry Directors**

- Ability to manage a medium amount of stress
- Work cooperatively with other team members to solve problems and meet goals
- Oversee and support volunteers to support ministry work
- Available to work on Sundays, rehearsal evenings, and special services (e.g. Easter, Christmas Eve, etc.)
- Punctual and dependable attendance
- Agreement with the vision, mission, and values of University Covenant Church and the Evangelical Covenant Church
- Fingerprint Clearance by the Department of Justice

**Compensation**

- This is a full-time, exempt position. Salary is established by qualifications and experience.