



Presbyterian Church in America

# **TRANSFORMED MUSIC DIRECTOR**

## ***Ministry Description***

### ***Background***

Crossroads Community Church has served Upper Darby for more than 100 years. We have, like our community, changed during that time. We are now very diverse in membership and leadership, not only ethnically different from each other (members come from 20+ countries), but also diverse in our education, income, church background, theology, politics, wardrobe, etc.

We are expressive and warm. More than a few of us raise our hands in worship. We welcome everyone, we smile and hug. We are also Presbyterian and Reformed – we are elder-led and our theology emphasizes God’s grace and sovereignty.

For well over 20 years, we have had two worship services which functioned within their own respective templates without change beyond the particular song selections. The “contemporary” service featured piano, guitars, singers, and drums. The music was almost exclusively CCM composed in the last 20-30 years. The “traditional” service primarily featured piano and violin with occasional choirs and special music. The music was almost exclusively hymns (mostly from *Trinity Hymnal* with occasional use of other modern hymns (e.g. Getty, Townend, etc.).

Before the pandemic, we had planned to shift to one service. In part, because our attendance had declined to the point where we were stretched thin in supporting two services and the large sanctuary felt too empty. More than that, we wanted worship services that reflect more fully who we are now. We want to intentionally move beyond the two former categories (contemporary and traditional) into a third thing. We are calling that TRANSFORMED worship.

The Lord has used the pandemic to move us into one service. Is the Lord now calling you to help us make the rest of the transformation?

### ***Purpose***

The TRANSFORMED Music Director will assist the Senior Pastor in developing, implementing, and leading a transformed approach to the main worship service at Crossroads Community Church. The Director will also take the role of primary leader for the music ministry and operate it within the scope of our Philosophy of Worship.

### ***Responsible to***

Senior Pastor

### ***Description of duties***

- Collaborate on development of a new approach to the main worship service
  - Help refine and promote our new approach
  - Get input from broad representatives of congregation, especially those who have not had “a seat at the table” with respect to musical styles, content, and/or input
- Provide leadership and direction to the overall music ministry

- Recruit, audition, select, encourage, equip, rehearse, and disciple music team(s) as a community (regular prayer, scripture application, and sharing life together)
- Develop team structure and rotation as music team membership increases
- Coordinate with A/V team and other support roles
- Oversee selection of paid accompanists (as necessary and approved)
- Lead and/or oversee leadership of choir(s) (as necessary)
- Set annual budget and oversee expenses
- Contribute significantly to the shape, content, and quality of the main service each week
  - Select songs, propose elements and/or forms, etc. to facilitate a hand-crafted, dynamic worship service each week
  - Act as lead musician, lead singer, and lead worshiper on Sunday morning
- Other duties as required
  - Contribute to special services (e.g. seasonal, missions focus, etc.)
  - Attend staff meetings
  - Do or oversee various administrative obligations (copies, filing, CCLI)
  - Pursue appropriate training

### ***Time requirements***

Approximately 15 hours per week (*rehearsals: 2 hours; Sunday morning: 4-5 hours; preparation, planning, creating, collaborating: 8-9 hours*)

### ***Term***

One year commitment renewable annually pending review by senior pastor and session.

### ***Essential Qualifications***

- Clear testimony of faith in Jesus Christ, and an exemplary Christian life
- Proven ability to work well with others (team) and also lead (influence change)
- A desire to lead God's people closer to Jesus through music and worship
- Ability to sing and play at least one instrument well (preferably piano or guitar)
- A shepherd's heart for the music team
- A willingness to learn
- Appreciative of a broad range of worship styles
- Administrative skills sufficient to keep the ongoing ministry running (filing, scheduling, copying)

### ***Desirable Qualifications***

- Commitment to the Reformed faith and doctrines of grace
- Proficiency with necessary software and collaboration tools (e.g. email, text, Google Docs, Google Sheets, FlockNote, Proclaim, CCLI SongSelect)
- Experience in forming teams and/or leading through significant change
- Music or Worship degree and/or specialized training