

UNIVERSITY PRESBYTERIAN CHURCH

University Presbyterian Church (Las Cruces, NM) is seeking a part-time Worship Director. A strong musical background is required, and experience in leading worship is preferred. This person will work alongside the Lead and Associate pastors as an integral member of our staff and leadership community.

University Presbyterian Church began in 1959. We are a stable, thriving community of sinner-saints, with a strong foothold in our city, our multi-cultural region, and the campus of New Mexico State University. We host a wide range of discipleship ministries for all ages – from children’s ministry, to youth ministry, to home groups, to several adult Bible studies. We also have ministries that extend beyond our walls – to the campus, to the local prison, even to foreign missions. Our vision as a local church is threefold: 1) to exalt our God and King Jesus Christ in worship, 2) to expand Christ’s kingdom in Las Cruces, the border region and the world, and 3) to edify Christ’s people in word and fellowship.

University Presbyterian Church is a biblical, evangelical, and reformed congregation of the Presbyterian Church in America and the Rio Grande Presbytery. We have about 250 communing members, with an average worship attendance of about 200. We have one worship service on Sunday morning that is blended in style.

The position of Worship Director is part-time, 15-20 hours/week. There is also an option to make this position a pastoral internship (for a candidate who is interested in pursuing pastoral ministry).

The candidate we seek is someone who embraces UPC’s mission and philosophy of worship, serving under the general authority of the Session. The candidate would be excited to lead worship with a blended style, including hymns and contemporary songs. He is someone who can embrace this range wholeheartedly, who can recruit, lead, and disciple worship team members professionally and spiritually, with excellence and humility. He would also have the leadership ability to bring the corporate body into worship through helpful instruction and reflection, in addition to the songs that he leads. He would be skilled with one or more instruments, and comfortable leading solo, as well as leading a team.

POSITION SUMMARY

- The Worship Director will serve to enrich and deepen the spiritual life and mission of the church through the planning, administration, and execution of the corporate worship gatherings of University Presbyterian Church.

GENERAL JOB EXPECTATIONS

- Pursue, cultivate, and exhibit a fruitful relationship with Jesus, as a member of UPC.
- Collaborate with the pastors to strategize and coordinate overall liturgy, in accordance with our worship philosophy and mission.
- Mobilize, develop, and schedule music team and AV team volunteers.
- Cultivate a rich, gospel-first attitude and culture in this ministry - inside and outside church gatherings - discipling, encouraging, challenging, motivating all volunteers in the ways of godliness, the vision of UPC, and our worship philosophy.

SPECIFIC JOB EXPECTATIONS

- Lead weekly Thursday music practices, working alongside worship team members to determine the musical direction and dynamics of each song selection.
- Lead Sunday morning music practices.
- Lead (or oversee) the weekly organization and distribution of sheet music for team members, while coordinating with A/V department for Sunday slides and the Office for bulletin design.
- Select a new song-of-the-month 6 times per year, with input from the pastors.
- Potentially, depending on candidate: plan the liturgy and lead worship roughly 1/3 of the year, leading with warmth, joy, confidence, and musical excellence, in a way that engages the congregation without drawing unnecessary attention to himself and/or his abilities.
- Play and/or sing regularly on the worship team (vocal abilities preferred).
- Maintain instruments and equipment, and advise on needed equipment and repairs.
- Have vacation time approved 4 weeks in advance.
- Plan and schedule worship in advance for Sundays away.

COMPENSATION

- This position is for 15-20 hours per week; compensation will be commensurate with experience. This position does not include paid vacation days, nor any benefits.

If you'd like to apply for this position (or have any questions), please email or call Associate Pastor Jordan Huff at jordanchuff@gmail.com | 630-440-3420.

UPC's Philosophy of Worship

I. The Object of Worship

1. **God alone is the object of corporate worship.** Our Trinitarian God, being the highest and most supreme Being, deserves and demands our worship. He is a jealous God, and as His people, we are called to give our deepest affections to the Father, Son, and Holy Ghost alone. (Ex. 20:3-6; Ps. 148:13)

2. **Corporate worship is covenantal.** Based on what God has communicated about Himself, both in creation and in His Word, written and proclaimed, we can and must worship Him. Worship, in both the intellect and the affections, is the proper response to God's self-revelation. (Ps. 8; 19; 95:6-7; 147; Rom. 11:33-36)

3. **The Gospel is what unites God's people in worship.** The person and work of Jesus Christ, from Genesis to Revelation, is ultimately what binds God's people together in worship. The story of His Spirit-empowered redemptive work, both in history, and in the lives of His people, is what joins diverse and even estranged sinners together as fellow saints. (Ps. 86:12-13; Eph. 4:1-6; Col. 3:16)

II. The Substance of Worship

1. **Texts used in worship must be in complete conformity with Scripture.** The Bible, being our highest authority in all things, sets the boundaries of corporate worship, therein enabling true worship to transpire, unconstrained by human tradition and preference. Therefore the lyrics of our songs must reflect that sacred authority. We must exercise great care when it comes to the selection of song lyrics, letting "our words be few," lest we veer into idolatry. (Exod. 20:4-6; Ps. 119:92-93; Eccl. 5:2; 2 Cor. 4:2)

"The content of our singing and praying and welcoming and preaching and poetry should always conform to the truth of Scripture. But more than that, the content of God's Word should be woven through all we do in worship and will be the ground of all our appeal to authority."

- John Piper

2. **Texts used in worship should engage both the heart and the mind.** Teaching and instruction are indispensable facets of Christian worship. However, worship is not designed to be a mere intellectual exercise. Rather, the texts of worship should stimulate both the mind and heart of the worshiper, causing us to simultaneously muse on the truths of God while expressing emotion and passion that organically arise from those truths. Moreover, this emotion shouldn't be "one-note" but should encompass the wide panoply of human affections reflected in the Scriptures.

(Ps. 19:7-11; 119:25-32; Col. 3:16; 2 Tim. 3:15-17)

"The elements of our worship service should aim at kindling and carrying deep, strong, real emotions toward God, especially joy, but should not manipulate people's emotions by failing to appeal to clear thinking about spiritual things." - John Piper

III. The Mode of Worship

1. **The style of worship must be one that is inviting, not offensive.** People from diverse backgrounds and age groups are brought together at church, and the style should be reflective of that beautiful, God-given diversity. Overall style should not be reduced to personal preference; it should aim for broad, corporate appeal, not that of any single demographic. (Rev. 15:4; Eph. 5:19-21; Col. 3:16-17)

“No church or service can be all things to all people. But we do not value stylistic narrowness. We believe there are affections owing to God that different tunes and different texts and different genres may awaken better than in others. We will strive to be who we are without exalting our own tastes as the standard of excellence or power.”
- John Piper

2. **Worship must be exercised in an excellent, orderly manner.** God is deserving of our best gifts. While none of the singers and instrumentalists are “professionals,” we must not be flippant or unprepared. Rather, as different gifts from the congregation are utilized, a standard of excellence must be maintained. We must be well-rehearsed, utilizing our skills to the best of our abilities; and above all, our hearts must be well-tuned. (1 Cor. 14:26-33, 40)

“We will try to sing and play and pray and teach in such a way that people’s attention will not be diverted from the substance by shoddy ministry nor by excessive finesse, elegance, or refinement. Natural, undistracting excellence will let the truth and beauty of God shine through. We will invest enough time and energy in order to be undistracting in transmitting heartfelt truth.”
- John Piper