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# REDEEMER WINTER HAVEN

## WORSHIP DIRECTOR - POSITION PROFILE

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*Redeemer exists to make Jesus' invisible kingdom visible in Winter Haven, Polk County, and the world*

### OUR STORY

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Redeemer was planted in 2008 as a church planting church for all of east Polk County FL. In 2015, we planted our first daughter church, Redeemer Southwest. We are currently planning for another church plant along Hwy 27. Redeemer is a part of the Renew Polk network – eight churches and three church plants who share a goal of planting twenty churches in Polk County over the next twenty years. There is tremendous collaboration among the Renew Polk churches. The pastors meet weekly and all preach from the same text each Sunday. The churches regularly gather together for worship and prayer.

Redeemer is a part of the Presbyterian Church in America (PCA). However, being presbyterian is not what primarily animates us. The gospel is. We have been profoundly shaped by the ministry of Jack Miller, who wrote the Sonship course and founded World Harvest Mission (now Serge). Jack mentored Tim Keller, who planted Redeemer Presbyterian Church in New York. These men, and the resulting gospel resurgence over the past twenty years or so, are the headwaters of our ministry. In many ways, the planting of Redeemer was the result of a gospel awakening among the 15-20 families that started the church together. The gospel of grace, which is the power of God, continues to be our focus.

Our mission is to “make Jesus’ invisible kingdom visible” in Winter Haven. We love our city and are committed to seeking its shalom by practicing a true catholicity and helping to ignite a gospel movement of churches and ministries that, from Winter Haven, will change the world by spreading the gospel in both word and deed.

### OUR PROFILE

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Redeemer currently has 330 communing and 85 non-communing members, with an average attendance of 365 people (125 children) in two Sunday morning services. 40% of those who attend each week are 18-years-old or younger. We are a multi-generational congregation – 25% 55 and up, 50% families with teenagers and children, and 25% young adults and singles. Those with church backgrounds are from either broadly evangelical or mainline churches. Only a few of our members have a PCA background.

Our worship services are designed to be outward facing and welcoming to non-believers. Over the past 5-7 years we have averaged 15 professions of faith each year.

Redeemer’s worship services are more liturgical than free-form. Our building is traditional. We have pews and stain-glass windows. However, the dress (and the atmosphere) is informal. We are led by a worship band, including acoustic and electric guitars, bass, keyboard, and drums, and, occasionally, other instrumentation. We typically sing new arrangements of traditional hymns, as well as songs from Indelible Grace, CityAlight, Getty Music, Sovereign Grace Music, and others. We strive to worship God in Spirit and in truth (John 4:24). Passionately and also earnestly. With both joy and reverence.

### THE OPPORTUNITY

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Redeemer is seeking to hire a Director of Worship, who would serve the vision of Redeemer by planning and executing worship services, and multiply ministry among the saints by identifying, recruiting and supporting singers and musicians to lead the church in worship. The Director of Worship is crucial in our strategy of multiplication through church planting. He or she will play a vital role in multiplying worship leaders for future church plants. While excellence and experience in musical performance is a prerequisite, the ideal candidate should display a passion for maximizing the congregation’s participation in both corporate and private/family worship.

## THE COMMUNITY

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Winter Haven is a small city in Polk County with a population of 125,000. It is located in between Orlando and Tampa, along the I-4 corridor. We are known as the “Chain-of-Lakes” city – referring to the fourteen lakes that are connected by canals. We have a wonderful, walk-able downtown with many great restaurants, breweries, and shops. There are numerous walking and biking trails around the lakes, as well as parks and recreational facilities.

Our area is experiencing explosive growth. Legoland Florida, which draws over a million visitors a year is located in Winter Haven. We are 45 minutes from Disney and an hour from other Orlando attractions, and less than two hours from many of the best beaches in the world.

## THE ROLE

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### Specific Responsibilities:

- Plan and execute, in coordination with the Senior Pastor, Sunday morning worship, including: liturgies, songs, and elements that complement the sermon and the season of the church calendar.
- Recruit and develop a scheduled rotation of musicians and vocalists that are passionate, skillful, and committed to excellence in leading the church in worship
- Recruit and schedule other volunteers involved in the worship service including: liturgists, Scripture readers, and A/V technicians.
- Imagine and create aesthetic changes to the worship space and experience
- Planning of special services, including: Installation services, Maundy Thursday, Good Friday, Thanksgiving, and Christmas Eve.
- Curate resources for personal/family worship including: Scripture memory songs, liturgies, etc.
- Multiplying volunteers to assist as needed in the other congregations in Renew Polk, and to facilitate our church planting efforts.

### Qualifications & Skills:

- Possesses an understanding of and commitment to a winsome expression of Reformed, Biblical worship, characterized by the thoughtful fusion of ancient and contemporary music, and other elements of worship
- Musical competency in guitar and/or piano and voice and experience in leading in worship
- Highly relational; valuing people over ministry programs or production quality
- Strong coordination, delegation, and organizational skills in building teams
- Technically competent with Planning Center, ProPresenter, etc.
- Desires to work with and support the Senior Pastor, and Redeemer staff in the shared ministry goals

### Working Conditions:

This is either a part-time or full-time position. The Director of Worship shall work under the direct supervision of the Senior Pastor and be accountable to the Session of Redeemer. An annual written performance evaluation shall be done by the Senior Pastor. The position is competitively salaried and includes: health insurance, life and disability insurance, 4 weeks paid vacation and 1 week of professional development annually.

## THE PROCESS

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### When Applying for the Position Please Include the Following:

- A resume with at least four references
- A video of you leading a worship service
- One order of worship that you helped design

Responses will be received by Director of Operations, Joe Ragsdale, [joe@redeemerwinterhaven.org](mailto:joe@redeemerwinterhaven.org). Please email him with any questions.