

Director of Worship Search
Hope Presbyterian Church
Winston-Salem, NC

Dear Director of Worship Candidate,

We are excited and honored by your interest in applying for the Director of Worship position at Hope Presbyterian Church. We have compiled a brief application packet to help you understand more about why we are seeking this position, what this position entails, and how the process for filling this position will be conducted.

Enclosed you will find the following:

- A copy of our introductory request for applications
- A summary of the rationale for this position and the timing of the search process
- A job description for this position

If after reading these materials you have a desire to proceed with the application process, we kindly request the following:

- *A letter of introduction* addressed to the committee that speaks to your Christian history, your family, your interests, and your sense of call to vocational ministry
- *A brief statement of your theology/philosophy of ministry* as it relates to the role of Director of Worship
- *A resume or CV*
- *A short video introducing yourself* (if available)
- *A sample mp3 or video* (preferred) of a recent example of your leadership of worship (i.e. - sample liturgy, musical performance, video of leading a rehearsal, etc).
- *A list of 5 references* - preferably two of which are from your current vocational context

It is our desire to receive applications through October 31, 2022. Any questions and all correspondence may be directed to David Speakman at daspeakman@gmail.com. It is our intention to make preliminary contact with you within 48 hours of receiving your completed application materials.

We sincerely and earnestly desire to find the Savior leading us down this road of discernment together and are honored to set our feet on this path with you.

Grace and peace,

The Director of Worship Search Committee of Hope Presbyterian Church

Director of Worship
Introductory Request for Applications
Hope Presbyterian Church
Winston-Salem, NC

Trusting in the Lord's guidance and in his gracious provision, Hope Presbyterian Church requests applications for the position of Director of Worship.

Our deep hope is that God will use this position to nurture a strongly relational and biblically sound ministry in which the congregation can receive and grow in the embrace of the Father, are equipped as disciples of the Son, and engage the world by the power of the Spirit.

Our ideal candidate would possess:

- Strong leadership ability to work with a variety of people
- Strong affinity with the people, theology of ministry, and vision of Hope Presbyterian Church
- Demonstrated ability and desire for relational, pastoral worship ministry
- Demonstrated knowledge of the unique needs of worship ministry
- Demonstrated ability to build ministry structures in which volunteers can flourish

We intend to receive applications for this position through October 31, 2022. If you are interested in applying, please contact David Speakman at daspeakman@gmail.com, and an application packet will be sent to you.

In Christ,

The Director of Worship Search Committee of Hope Presbyterian Church

Director of Worship
Rationale, Process, and Timing
Hope Presbyterian Church
Winston-Salem, NC

Rationale for Director of Worship

This fall Hope Presbyterian Church will celebrate 24 years of gathered worship as a church, and central to the mission and vision of our church is the worship of the triune God in spirit and truth and joy.

Our part-time Director of Worship and Arts retired in 2018 after 11 years of faithful service and leadership, and our church leadership moved forward with a search for a new Director of Worship, extending this position in our church from a part-time to full-time role. We welcomed our first full-time Director in September of 2019. The music ministry thrived under his leadership - even during the pandemic. He brought excellence and consistency to this vital avenue of ministry yet was called away to a different church this summer. We are eager to secure the next Director of Worship at Hope!

Process and Timing of the Search

Though we are flexible and reliant upon God's timing, our desire is to follow this timeline for filling the position:

- ***September-October:*** Request and receive applications
- ***September to October:*** Conduct preliminary phone interviews with candidates, secondary Zoom interviews, and ultimately bring qualified candidates to Winston-Salem for final interviews with the committee, pastors, staff, officers, and congregational leaders
- ***November:*** Extend a call
- ***December - January:*** Director of Worship begins work at Hope Presbyterian Church

Director of Worship
Job Description
Hope Presbyterian Church
Winston-Salem, NC

Purpose of the Position:

To lead the congregation in vibrant, heartfelt, and Gospel-centered worship of God through excellent, joyful, and beautiful music that is accessible to all, edifying to believers, and supports the preaching of the Word; to develop, inspire and nurture the spiritual and artistic growth of the church's musicians, AV technicians, & lead worshippers; and to engage the local arts community with the gospel, in support of the church's vision for every person "to receive and thrive in the embrace of the Father, to be equipped as disciples of the Son, and to engage the world by the power of the Spirit."

Worship Team Leadership:

- Develop, shepherd and manage all aspects of corporate worship at HPC, in concert with the Senior Pastor and church leadership.
- Schedule, prepare for, and lead worship team rehearsals, including any support/technical staff
- Shepherd worship team members, providing opportunities for spiritual growth, personal care and teambuilding
- Seek out and develop the musical gifts & worship-leading skills of members of the congregation so that an increasing number of members are involved in the worship ministry
- Assist in developing young musicians to participate in and/or lead worship
- Design, prepare and lead special programs featuring choir and/or instrumental ensembles from time to time
- Supervise and shepherd those team members engaged in technical production, as vital members of the worship ministry

Worship Leadership:

- Craft (in concert with pastoral staff and church leadership) worship services centered in the ordinary means of grace (the Word, prayer, and sacraments) that proclaim the Good News of Jesus Christ for unbeliever and believer alike
- Facilitate the leading of all services of worship (including occasional special services), balancing historic hymnody with newer songs and hymns in forms contextualized to the local church.
- Provide information on the worship service(s) for publication in the weekly bulletin in coordination with church staff.

Worship & Music Education:

- Facilitate the teaching of the worship team and the congregation about liturgy and worship, both in the ordinary course of leading worship and in classes and seminars that may be offered from time to time
- Facilitate (in concert with the Director of Children's Ministry) the musical and liturgical growth of our children.

Community Involvement:

- Regularly participate in the cultural life of the city and build relationships with other artists
- Participate personally in musical groups and societies according to interest and as time permits to grow as a musician and to build relationships with other artists
- Lead the church's involvement in community events (where possible) to offer leadership and influence on the arts community
- Participate in associations of church musicians to strengthen ties with other PCA and like-minded churches and ministries
- Explore ways to lead church musicians in ministering musically beyond the walls of the church, whether locally, regionally or globally.