

# Position Description: Worship Arts Minister

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One of the largest and fastest growing congregations within the MCC Movement—Jesus Metropolitan Community Church, Indianapolis—is searching for a full-time Worship Arts Minister. Jesus MCC is a church that is passionate about Jesus and the Bible, but not afraid of diversity or independent thought. Our mission is to follow the teachings of Jesus by developing disciples, doing justice, and helping those in need. We are a teaching church that challenges congregants to a high level of participation. **We have an absolute commitment to excellence in worship.** See JesusMCC.org for more information. Position includes medical, vacation, and other benefits. Salary commensurate to experience, education, and credentials.

## Our Philosophy of Worship

People come to us each Sunday weary from the challenges of life. We have a sacred obligation to refresh them by bringing them into the healing presence of God through worship, so they can find rest and renewal and go back out into life—ready to be Jesus to the world. Our goal is to provide spiritual nourishment by weaving word, song, and other worship arts into uplifting worship experiences, drawing from the whole spectrum of worship styles—from classical to contemporary, from high church to high energy, from sound to silence, from tears to laughter.

## Position Summary

Our goal is to offer multi-faceted, multi-dimensional worship services that draw congregants into transformational encounters with God. This position is responsible for the production, presentation, and flow of worship services. It is responsible for media presentation, musical content and direction, dramatic elements, and coordination of worship staff and volunteers. This position requires a balance of long-term vision and planning while delivering powerful weekly worship experiences. The Worship Arts Minister reports to the Senior Pastor.

## Position Responsibilities

1. Conceive, design, prepare, direct, produce, and lead high-impact integrated worship services based on selected themes and drawing on a broad range of worship arts.
2. Identify, recruit, develop, coordinate, and support a large team of worship artists, including vocalists, choirs, liturgical dancers, musicians, dramatic readers, actors, set designers, and graphic designers.
3. Oversee and support the development of worship-related ministry teams, including media, communion, usher/greeters, hospitality, scripture reading, altar care, and drama.
4. Provide creative insight and concepts to ensure dynamic presentations, worship design, and programming.
5. Develop and integrate multi-media (music, video, animation, visual arts, drama, etc) into worship and other programs.
6. Lead the production of special and seasonal music/drama programs and community events.
7. Manage relevant budgetary concerns and direct the upgrade of equipment utilized during worship services (musical instruments and equipment, lighting and sound, worship technology, etc.).
8. Assist with the branding of worship services and worship presentation material for media delivery.
9. Drive projects and programs from inception to conclusion in a timely fashion, maintaining deadlines, metrics, and deliverables.
10. Oversee copyright compliance.
11. Participate in holy unions and funerals as needed within the congregation. Delivering occasional sermons is also an option.
12. Build relationships with and among staff, church leaders, and volunteers.

## Position Qualifications

The person who fills this position must . . .

- Have a mature personal spiritual relationship with God.
- Be creative and have an absolute passion for multi-dimensional worship that draws from a broad spectrum of Christian traditions.
- Be enthusiastic about our church's approach to ministry as well as our mission and vision.
- Demonstrate strong musical skills and knowledge, including proficiency in piano and voice.
- Have a high level of integrity and the ability to gain trust and hold confidences.
- Have strong leadership and managerial skills.
- Have strong conflict resolution, team building, and interpersonal skills.

In addition, experience in the conception, development and/or production of stage presentations is a plus. A BM/BME/BS/BA or an advanced degree is preferred.

## Request Search Packet

To apply for this position please submit a request for a search packet to [pastorjeff@jesusmcc.org](mailto:pastorjeff@jesusmcc.org). Once the request is received, a search packet will be forwarded (via e-mail) to you. Completed search packets must be returned no later than **January 31, 2008.**

# About Jesus MCC, Indianapolis, Indiana

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## Denominational Affiliation

Jesus MCC, Indianapolis, is part of a denomination known as the Metropolitan Community Churches, MCCchurch.org. MCC consists of about 200 churches, located primarily in North America, but now expanding across the globe. MCC was founded in the late 1960s as a refuge for gay, lesbian, bisexual, and transgender (GLBT) Christians. Thus, MCC has deep roots in the GLBT Community.

## What Makes Us Unique

Over the past decade, Jesus MCC has grown from Sunday worship attendance of 45 to over 400, making us the fastest growing MCC in the world. God's Spirit is moving in wonderful ways! One reason is that we combine two perspectives rarely found in the same Church:

- We are passionate about Jesus and the Bible.
- We welcome diversity and independent thought.

We embrace an approach reflected in the writings of various Emerging Church authors like Brian McLaren, coupling a “generous orthodoxy” with a deep devotion to applying the Scriptures to our daily lives in a thoughtful, practical way. We have developed a transformational Discipleship Program that challenges our congregants to be intentional about their spiritual growth. We actively equip each individual to develop a customized Spiritual Growth Plan.

Because our approach to Church (combining passion with open-mindedness) is so unique (at least for central Indiana), straight families are increasingly drawn to us. We are actively encouraging this trend. We don't see ourselves as a “gay” Church. We are a Church with a huge mission!

## Our Mission and Vision

One important part of our calling is to share Christ with GLBT Communities across the globe. For centuries, GLBT people have been ignored—or worse—by institutionalized Christianity. We believe God is anxious to welcome them home. We want to be part of that great movement of the Spirit. We dream of a day when the Gospel will spread through GLBT Communities like wildfire—changing the complexion of the Church universal forever!

But our calling doesn't stop there. We also believe we can have an impact on the course of Christianity in general. We believe God is deeply concerned about the drift of modern

Christianity toward Phariseism – i.e., an extreme form of fundamentalist legalism that is antithetical to the teachings of Jesus. We want to be part of a reform movement that turns Christianity back to the Jesus of the Gospels.

Consistent with this calling, we are positioning ourselves to have an impact well beyond central Indiana.

- We have invested in a sophisticated camera system and begun web casting, with a view toward eventually breaking into radio and TV broadcast.
- We have established a publishing ministry which has already produced a book on homosexuality and the Bible that has become a best-seller in its field—*The Children Are Free: Re-examining The Biblical Evidence On Same-sex Relationships* (see Amazon.com). Other projects are underway, including publication of packaged sermon series, our Discipleship Program, and production of a daily devotional, *Be Still and Know*, JesusMCC.org/bestill.
- We have piloted a high-profile media campaign in the Indianapolis market that asks the question **Would Jesus Discriminate?** Our campaign made national news and will soon be replicated in cities across America as a national MCC campaign.
- Our Senior Pastor serves on MCC's global Leadership Team and our congregation is increasingly seen as a source of resources within MCC, positioning us to impact the future of the MCC Movement.
- Our congregation is committed to continued long-term growth so we can achieve a sufficient concentration of resources to fulfill our calling.

## Our Commitment To Worship

Over the past ten years, our Church has become known as a great “teaching Church” with a reputation for thoughtful, dynamic sermons and an innovating Discipleship Program. We are equally determined to become a great “worshiping Church.” We need this to take us to the next level. Although the worship content of our Sunday services is solid and effective, we feel called to move to a whole new level of worship engagement.

We are looking for a Worship Arts Minister who is passionate about leading that effort. We are looking for someone who grasps the incredible potential of our congregation and who wants to be part of a Church that will, over the next couple decades, impact the course of the global Christian Movement.