



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

WORSHIP DIRECTOR

Christ Church East Bay
Berkeley, California

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Berkeley, CA



POPULATION OF CITY

685K (Berkeley-Oakland area)

POPULATION OF COUNTY

1.65M

COMMUNITY OVERVIEW

Christ Church meets in Berkeley, just two blocks north of UC Berkeley. The original Peet's Coffee is one block away, and the food revolution in California cuisine started around the corner at Chez Panisse Restaurant. Our neighborhood is home to graduate students, young and mid-career professionals, young families, professors, retirees, and long-time residents, and our congregation is a reflection of that.

WHY PEOPLE LIKE LIVING HERE

Berkeley, California, is a city with a breathtaking view of the San Francisco Bay and the Golden Gate Bridge. Berkeley is nestled just below the mountains in a region referred to by its residents as "The East Bay." Berkeley has a population of around 120,000 people, boasting the urban, cultural life of San Francisco, the small town feel of a college town, and the appeal of a recreational destination. Tucked near the Pacific Ocean, Berkeley is only a twenty minute drive from Mount Tamalpais and the Muir Woods, only an hour from the wine country, just three hours from Lake Tahoe, and within a reasonable distance from Yosemite National Park. Berkeley joins with San Francisco and Oakland to form the hub of the Bay Area, as these three cities sit juxtaposed to one another on the shoreline of the San Francisco Bay.

When Berkeley, California speaks, the world listens. Home to the University of California-Berkeley, the number one public university in the world and consistently ranked fourth in the country among all schools both public and private, Berkeley celebrates an academically charged community. Berkeley is host to the Berkeley Lawrence National Laboratory, funded and operated by the U.S. Department of Energy. Here, the greatest minds in the sciences (26 faculty Nobel Prize winners and 35 alumni winners) work to service our government with new energy systems and environmental solutions. And home of Pixar Entertainment and other media and technology companies, Berkeley also sets the pace for these industries. Berkeley's moderate climate attracts many of San Francisco's young professionals, who enjoy the beauty and aesthetics of Berkeley city-life and a short, fifteen minute commute on the regional light-rail system, BART (Bay Area Rapid Transit), to the heart of the city. San Francisco is consistently considered by most sociologists and economists to be one of the United States' three most influential and strategic economic centers (New York and Los Angeles being the other two). The Bay Area has a diverse and global orientation, where nearly 45% of the population of Berkeley (50% of the university) is of a different nationality. Berkeley is an influential intersection where academia, government, media, technology, and global commerce converge.

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CHURCH HISTORY

Christ Church was started in 2005-06 out of the Redeemer Presbyterian NYC church planting network (eg. Tim Keller) and is a member of the Evangelical Presbyterian Church. Our church is intergenerational with ~50 kids and youth and ~150 adults on a typical Sunday. We are also multicultural with mostly white and Asian folks, and a growing community of Black and Latino folks. We have always sought to be a church where people can belong before they believe, exploring the historic Christian faith alongside us week by week. We want to be both a sacred place to exalt Christ, and a safe place to explore Christ. We estimate that ~10% of our attenders are non-churched and/or non-Christians. Our Lead Pastor is a co-founder of the church and has served here for 17 years, our Assistant Pastor grew up just 15 miles south of the church, and they together provide pastoral stability in the midst of a fluid urban and university ministry context. We have approximately 140 members and 6 full-time staff. We also own our historically landmarked "arts and crafts" style building, and we have a \$1.54M budget (10% of which goes to mercy & missions) with a strong financial foundation.

VISION, MISSION, VALUES

Our Mission: Christ Church exists to lead people into a deeper relationship with Christ and His Church through community and for the city.

Core Focus: Inching a multiethnic, multigenerational community of explorers and disciples toward Christ as culturally-thoughtful and warm-hearted confessionally Reformed evangelicals.

Core Values (Staff)

1. Principled Purpose
2. Committed Teamwork
3. Joyful Wisdom
4. Humble Confidence
5. Proactive Diligence

Outreach strategy:

- Reaching 1) the East Bay from Richmond to Oakland, anchored in North Berkeley; 2) thoughtful and purposeful students, professionals, and their families; 3) those with an appetite for Biblical teaching, personable leadership, diverse community, cultural engagement, team excellence, and intentionally exploring Christianity.
- Sacred place to exalt Christ. Safe place to encounter Christ. Sacrificial place to embody Christ.
- Evangelism and discipleship that is both inviting and challenging.

Current emphasis: Ordinary means of grace, extraordinary prayer for revival.

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AVERAGE WEEKEND ATTENDANCE

153 adults, 45 kids

OVERVIEW OF WEEKLY WORSHIP GATHERING

We have one worship service (80-90min) with consistent liturgy: a call to worship, confession of sin, assurance of pardon, passing of peace, sermon, creedal confession, Lord's Prayer, Communion, offering, and benediction with songs throughout. Our preaching style is expositional in a way that is theologically serious and culturally sensitive, keeping a balanced diet throughout the year of Old Testament, Gospels, and Epistles. Our people most enjoy the preaching, liturgy, warm welcome, loving fellowship, worshipful music, and "for the city" heart of mercy and missions.

WORSHIP STYLE OF YOUR CHURCH

While we are in the Reformed/Presbyterian tradition, we have not limited our worship to that stream (RUF, Indelible Grace, Sovereign Grace, Getty, Capitol Hill Baptist, etc.); and while we are contemporary/modern, we have not been full-on CCM either (Hillsong, Bethel, Tomlin, Redman, etc.). We love these streams, but have also sought to be somewhat "third way" with a more balanced and blended sound like City Alight, incorporating both old hymns and contemporary songs. Since our founding, our original "secret sauce" and basic rule of thumb for Sunday music has been singing ~3 timeless hymns plus contemporary songs. We look for songs that are widely and well-known, with both roots and wings, both formative and familiar (or easy to learn).

TELL US ABOUT YOUR FACILITY

We own two buildings, which are old – Sanctuary 1910s, Community Hall 1940s – and both beautiful and functional. We can seat up to 285, and had 260+ this past Easter. Our sanctuary is built in the Arts & Crafts style with lovely old California redwood beams, all of which contributes to a warm, inviting, and intimate setting.

OVERALL BUDGET (THIS FISCAL YEAR)

\$1.54M

OVERALL LONG-TERM DEBT OF THE CHURCH

\$559K (to be paid off December 2024)

DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS

- Evangelical Presbyterian Church
- City to City North America (Tim Keller, Redeemer Pres NYC)
- Reformed University Fellowship
- Cru Campus Ministry
- Compassion International
- UK Partnership

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GOVERNANCE & POLITY

Session of Elders in partnership with Leadership Team

CURRENT PAID STAFFING LEVEL

All full-time:

- Lead Pastor
- Assistant Pastor
- Operations Director
- Worship Director
- Assistant Ministry Director
- Kids Director
- Youth Coordinator

MAJOR MINISTRIES OF THE CHURCH

- Community Groups
- Ministry Teams
- Kids
- Youth
- Seasonal gatherings for women, men, 50+
- Elders, Deacons

OUTREACH PROGRAMS OVERVIEW

- Evangelism: Christianity Explored
- Mercy & Missions: Various partnerships, local and global
- Our church also started Project Peace East Bay, www.projectpeaceeastbay.org

IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?

Evangelical - Moderate

PUBLISHED THEOLOGICAL STATEMENT

Christ Church East Bay affirms and confesses the Apostles Creed and the Nicene Creed with Christians around the world and across the centuries. More specifically, we officially subscribe to the Westminster Standards as a congregation within the Evangelical Presbyterian Church (EPC).

The EPC's motto is "In Essentials Unity, In Non-essentials Liberty, in All Things Charity; Truth in Love."

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WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

EPC Essentials of the Faith www.christchurcheastbay.org/essentials-of-our-faith
Reformational five solas: Scripture, Christ, grace, faith, God's glory alone
Evangelical four emphases: Bible, cross, conversion, activism
Biblical/historic Christian sex ethic

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

Sexuality and gender

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

The Church's "Wins" in the last 18 months have been a strong leadership core (our two pastors plus our elders and deacons); a financially healthy church with strong giving and reserves; a devoted and energetic facilities team; a great deal of trust and spiritual and relational capital from our members towards the pastors; robust mercy and missions giving (10% of a \$1.54 million budget); and a vibrant children's ministry led by a new children's ministry director.

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

The biggest opportunities for our church in the next 12 months are hiring our new worship director; growing in partnership with UC Berkeley campus ministries; hiring a new staff person to reach out to Gen Z university students and young professionals; growing and strengthening our church's volunteer culture; our Explore God sermon series for those questioning and exploring Christianity; developing the church's Mercy & Missions team; and a Capital Campaign to pay off the balloon payment on the building loan, acquire funds for future ministry initiatives, and add to our strong financial reserves.

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

Our church's biggest challenges for the future are the post-pandemic gap of getting Gen Z reconnected with the church; the period between the current worship director leaving and the new one coming onboard; and the need for training and real-world hours for volunteer musicians and audio-video volunteers.

TITLE OF POSITION YOU ARE HIRING

Worship Director

CATEGORY OF HIRE

Worship Pastor

FULL TIME POSITION?

Yes

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OVERALL DESCRIPTION OF THIS POSITION

Overview: The Worship Director must have a passion for worship as a whole way of life directed toward the Kingdom of God and for ushering the Christ Church family into the presence of God. The role and responsibility is to oversee all elements of worship gathering programming for Christ Church under the direction and leadership of the Lead Pastor. Christ Church's style could be characterized as "ancient-future" worship that combines the best elements of the Christian tradition while also embracing modern worship elements. Through the ministry of music, exemplary character, and relational intentionality, the Worship Director will promote a culture of worship in which both the collective church body and its individual members sense the beauty, majesty, and worth of Jesus Christ; offer homage and adoration of our God; make or renew a commitment to Christ; respond to God's love by serving others; and create a community of reconciliation and care.

REPORTING RELATIONSHIP

This position will report to the Lead Pastor, and be under the oversight of the Session of elders.

GOALS AND EXPECTATIONS

We would like to see our next Worship Director develop relationships of trust and admiration with the congregation, be part of the community life of the church, develop a consistent rotation of mostly volunteer-driven worship and A/V teams, and steward and expand a stable song bank.

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

LEADERSHIP

- Lead all music ministries in the church
- Promote a culture of authentic worship that is gospel-centered, multicultural, and contextualized to our congregation and our city
- Create a process to develop our worship team (auditions, orientations, training sessions, team meetings, conferences, etc.) primarily from within the congregation
- Scale our music ministry as our church grows
- Propose an annual worship ministry budget and work within an approved budget
- Work with pastoral staff to teach classes, seminars, and workshops for our church

WORSHIP

- Lead and direct worship team for Sunday worship services Collaborate with pastoral staff to plan Sunday worship music with the liturgy and sermon themes in mind
- Schedule and manage all worship volunteers
- Plan and run weekly rehearsals
- Oversee all areas of worship production (worship guide, worship slides, maintenance of church instruments and sound equipment, livestream)

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- Plan music for special services (e.g., Night of Prayer, Christmas Eve, Good Friday, Retreats, Conferences, Seminars, etc.)
- Work with youth and children's ministry leaders to find worship leaders for age-graded worship experiences
- Oversee use of church sound and video equipment

CARE

- Shepherd, manage, and care for all worship team and AV team volunteers and professionals Invest in the communal life of the church (e.g., community/discipleship groups, etc.)
- Assist in spiritual care of our church (e.g., newcomers, regulars, members)

OUTREACH

- Network with local musicians to build our musician pool
- Spearhead ways to serve our city through the arts

OTHER

- Promote the mission, vision, and values of our church
- Assist staff with church-wide events as needed
- Because Christ Church is a small church with a relatively small staff, you may be asked, from time to time, to perform tasks outside of your job description in furtherance of the church's mission, goals, and needs

EDUCATIONAL PREFERENCES

It's not essential or expected, but both formal ministry and theological training can be positive traits in a candidate.

AGE VS. EXPERIENCE

Either older or younger would be fine, but we hope that the next Worship Director can (among other things) draw in and retain Gen Z people, while also ministering to our intergenerational congregation.

DENOMINATIONAL AFFILIATION

Not important; however, practically speaking, it is probably best to find someone who would thrive in a Reformed multigenerational and multi-ethnic church.

HOW IMPORTANT IS GEOGRAPHICAL LOCATION TO YOU?

Geographical location is not important; however, practically speaking, someone who is from the San Francisco Bay Area or the west coast might have greater longevity in this position.

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WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- We value character, culture, chemistry, and calling over musical competency.
- We are looking for a godly, thoughtful, shepherd-hearted Worship Director who also happens to be musically and vocally gifted and able to lead a team and organize a ministry.
- It is a plus if they have the added skills of sound engineering, composing, and understanding the basics of each instrument.

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

Our Worship Director should be able to use and direct people in using ProPresenter and Planning Center, and preferably can use and help troubleshoot possible issues with live-streaming and sound mixing when occasionally needed.

EQUIPPER OR DOER?

Equipper. We hope they will develop and equip our people to also lead in worship.

ATTRACTIONAL VS. MISSIONAL

Missional. We have many people in our pews every Sunday who are exploring Christianity.

BUDGET AREA SUPERVISION

\$40,000

PERSONAL CHARACTERISTICS DESIRED

Desired personality characteristics are humble yet confident, team player, thoughtful, easy-going, sense of humor, trustworthy, dependable, godly, compassionate, and community-oriented

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

- Semi-Pelagian (strongly against the Reformed theology of salvation)
- LGBT affirming (strongly against the Biblical ethic of sexuality)
- Politically partisan (strongly against the Red or Blue Team)

URGENCY

ASAP, 9.5. Ideally the new worship director would start during our September 2023-August 2024 ministry year.

OTHER "MUST HAVE" SKILLS

Can (1) sing well, (2) play and lead on at least piano or guitar, (3) recruit and develop a robust team of volunteer musicians and audio-video volunteers, and (4) oversee rehearsals.

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OTHER "NICE TO HAVE" SKILLS

Can play other instruments and has an understanding of livestreaming and sound mixing.

FINALLY...

Our perfect hire is someone who:

- is a godly, mature, thoughtful, pastoral, prayerful, and musically-polished steadfast Christian;
- is operating out of a rich theology of worship and who has a sound, style, and song-selection intuitions that align with 1) our Reformed theological emphasis on the five solas (sacred place to exalt Christ) and 2) our missional desire to be a church for those investigating the faith (safe place to explore Christ) and that can bless our multi-generational and multi-ethnic congregation;
- wants to lead and be seen as a leader of the church, and who will pursue people for the sake of fellowship, pastoral care, and discipleship;
- is looking to actively make personal disciples through the worship ministry and develop worship leaders within our church;
- is eager to be interwoven into the life and leadership of our church as a fellow co-laborer in the gospel.

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Public Job Posting
Christ Church East Bay
Worship Director
Berkeley, California

Christ Church East Bay in Berkeley, California exists to lead people into a deeper relationship with Christ and His Church through community and for the city. They desire to guide a multiethnic and multigenerational community of explorers and disciples toward Christ as culturally thoughtful, warm-hearted, and Gospel-driven Christians. Currently, they are seeking a Worship Director to join their team. The Worship Director must have a passion for worship as a whole way of life directed toward the Kingdom of God and a desire to usher the Christ Church family into the presence of God. The role and responsibility is to oversee all elements of worship programming for Christ Church under the direction and leadership of the Lead Pastor.

What you'll be doing:

- Leading all music ministries in the church
- Creating a process to develop the worship team (auditions, orientations, training sessions, team meetings, conferences, etc.) primarily from within the congregation
- Overseeing all areas of worship production (worship guide, worship slides, maintenance of church instruments and sound equipment, livestream)
- Shepherding, managing, and caring for all worship team and AV team volunteers and professionals
- Assisting in the spiritual care of the church (e.g. newcomers, regulars, members)

Skills you need to have:

- Ability to sing well and play and lead on at least piano or guitar
- Team player
- Easy-going
- Trustworthy
- Community-oriented

Berkeley is a city with breathtaking views of the San Francisco Bay and the Golden Gate Bridge. Nestled just below the mountains, "the East Bay" has a population of around 685,000 people (Berkeley-Oakland area), boasting the urban, cultural life of San Francisco, the small feel of a university town, and the appeal of a recreational destination. Berkeley celebrates an academically charged community and its moderate climate attracts many of San Francisco's young professionals, who enjoy the beauty and aesthetics of East Bay life and a short commute to the heart of the city. The East Bay is an ethnically diverse and influential intersection where academia, government, media, technology, and global commerce converge.

