



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

DIRECTOR OF WORSHIP & COMMUNICATIONS

First Baptist Church Everett
Everett, WA

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Population of City

111,000

Population of County

834,000

Community Overview

Everett is a diverse community of more than 110,000 residents. Located 25 miles north of Seattle, the city is situated between Port Gardner Bay and the Snohomish River.

Why People Like Living Here

Set between the Cascade Mountains on the east and Port Gardner Bay on the west, Everett offers no shortage of activities. North Everett's quaint historic downtown is home to a vibrant arts, culture and music scene, delicious dining, pubs and breweries, Angel of the Winds Arena, and family-oriented festivals year-round. Port Gardner Bay boasts the west coast's largest public marina, a farmer's market, restaurants and more. Away from the waterfront, Everett is home to the Silvertips Hockey Club and the AquaSox, the minor league baseball affiliate of the Seattle Mariners.

The thriving arts and cultural scene in Everett gives the city an abundance of live music, outdoor art, and theater. Newly-established Washington State University Everett sits across from Everett Community College. In addition to outdoor recreation, arts and culture, and higher education, Everett is also the home of the Boeing Company, Funko, and other high-tech enterprises.

Church History

Over 130 years ago people from the East Coast who were committed to sharing the gospel in the region sent a train and a team of visionaries to launch local church communities. FBC was formed out of a streetcar named "Evangel", and although the street car moved on we have been sharing the love of Christ as part of the downtown landscape ever since. FBC moved into its current building in 1960, and added a Community Center in 2003 that is regularly used by the local food bank, Scouts, Young Life, The Red Cross, community basketball and volleyball leagues, and more. For the last 25 years our Friday Night Ministry has served dinner weekly to our unsheltered and under-resourced neighbors in a dinner church format.

Vision, Mission, Values

Our vision is to be a Jesus-centered church, IN the city and FOR the city. We want to change the perception that Christians are defined by what we are against. We want to be known by what we're FOR ... we are FOR the city.

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Corporately and individually, we aim to grow UP, IN, and OUT...

UP = We pursue God (worship, Bible study, spiritual practices)

IN = We build Community (Lifegroups, ministry teams)

OUT = We serve beyond ourselves (outreach, missions)

Average Weekend Attendance

125

Overview of Weekly Worship Gathering

We have a single service Sundays at 10am. Our Worship style is contemporary with a full band in a casual atmosphere and a Jesus-centered teaching. FBC Kids (preschool and elementary) meet during the service. Guests tell us they appreciate the authenticity and accessibility of our services ("accessibility" = we try to communicate concepts simply and be mindful of guests with limited Bible literacy and church experience). A few times each year we have Beyond Ourselves Sundays where we break up into small teams to serve in and around our city.

Tell Us About Your Facility

Our church building, built in 1960, has a 400-seat worship center, commercial kitchen, social hall, large fellowship room, 13 classrooms, a nursery, and staff offices. Our 31,000 square foot Community Center, built in 2003, has a full-sized gym and several mid-sized meeting spaces.

Overall Budget (this fiscal year)

\$700k

Overall Long-Term Debt of the Church

None

Denominational Affiliation and/or other Partnerships

We are affiliated with the American Baptist denomination (ABC-USA). Our geographic region of ABC-USA is called Mission Northwest.

Governance & Polity

We are congregationally-led; overseen by a board of elders. The board of elders is charged with the overall well-being of the church body, supervises the lead pastor, reports to the congregation at least twice per year, and meets twice monthly. Our current board of elders is seven in number, including both men and women, and the lead pastor. The lead pastor oversees staff and all ministries, and staff have oversight of their individual ministries and volunteers.

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Current Paid Staffing Level

Three full-time and 3 part-time staff. Full-time staff include the lead pastor; worship/administration pastor; family ministries pastor. Part-time staff are the office manager; bookkeeper; custodian.

Major Ministries of the Church

FBC Kids (preschool/elementary) - Meets weekly during weekend services using the Orange Curriculum. Hosts quarterly outreach events (Jingle Jam, Easter Jam, VBS, Trunk-or-Treat) to engage families in our community.

Middle School and High School - Youth Group meets weekly on Wednesday evenings for worship, discussion, teaching and community service.

Lifegroups - We have groups of all kinds. Our strategy is to empower leaders to use their gifts and interests to point people to Jesus. Some groups meet for Bible study; some meet for activities; some meet to serve the community.

Outreach Programs Overview

Friday Night Meals - Our team serves meals weekly in a dinner-church format to our unsheltered and under-resourced neighbors (typically 70-110 guests).

In the most generic sense, how would you describe your church theologically?

Evangelical - Moderate

Published Theological Statement

<https://www.fbc-everett.org/about-fbc-everett/beliefs>

What theological hills will you die on?

Candidates should be able to affirm the historic orthodox teachings of the Church (ie., Nicene Creed; Apostle's Creed).

Hot-Button Social/Cultural Issues for Your Church

We are egalitarian in our polity. Candidates should be able to affirm unreservedly the ability of both men and women to serve at all levels of church leadership.

We have a traditional stance on marriage while seeking to be welcoming and compassionate toward our LGBTQ+ neighbors.

We are outspoken against Christian nationalism and/or any conflation of the Kingdom of God with the USA or partisan politics.

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Biggest Church 'wins' in last 18 months?

- Implementation of Orange curriculum in children's ministry
- Adaptation of Friday Night Meals Ministry to continue service through COVID
- Series of on-ramp events well-attended by community and building trust/reputation in community

Biggest Opportunity for Your Church in the Next 12 Months

Growth in community around us...

- Rezoning of neighborhoods around church building to allow for multi-family housing
- A senior assisted living facility is scheduled for construction across the street from our campus in the next year
- Business and residential development on the waterfront (within a mile of our campus) bringing growth and revitalization

Church's Biggest Challenge for the Future

Bridging the gap between a mostly older and white congregation and a diverse city.

Title of Position You Are Hiring

Director of Worship and Communications

Category of Hire

Associate Pastor

Full Time Position?

Yes

Describe the last person that held this position

Our current worship leader is transitioning to a different role on staff (adult discipleship). He is excited about the role change, and fully supportive of a new worship leader.

Reporting Relationship

Reports directly to Lead Pastor

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Goals and Expectations

WORSHIP - We want to see a revitalized culture on our worship team. Some examples of winning would look like...

- developing current team members from music-players to worship-leaders
- new musicians/artists/creatives seeking to join our team because they are drawn to the culture
- an intentional cadence (determined by the leader) of introducing new music

COMMUNICATIONS - We want to see a consistent look, tone, and feel to all of our communications channels. Some examples of winning would look like...

- overhaul of the church website
- implementation of a social media strategy

Do you have a job description for this role?

Title: Director of Worship and Communications

Position Summary:

The Director of Worship and Communications (75% worship and 25% communications) will be a culture-shaper, giving overall creative direction to weekend services as well as our communication platforms and strategies. This person will be empowered to bring fresh vision and energy to our team, positioning FBC to build bridges of connection beyond ourselves.

Primary Areas of Responsibility:

Lead, coach, and develop FBC's team of volunteer worship leaders and a/v techs

Be the primary worship leader for weekend services

Oversee all music/production components of weekend services (planning, volunteer scheduling, technology, etc.)

Develop, implement, and maintain a unified aesthetic for all FBC media

Give strategic direction to all channels of church communication

Key Competencies:

Relational, authentic leadership

Proficiency in leading worship

Proficiency with digital/social media and print communications technologies and platforms

Proficiency with typical office software

Excellent written and verbal communication skills

About FBC Everett:

FBC is a historic downtown church in Everett's urban core. Our vision is to be a Jesus-centered church, IN the city, FOR the city. Denominationally, we are affiliated with the American Baptist Church (ABCUSA).

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Educational Preferences

Theological training is a plus, but not required. That said, a spirit of curiosity and lifelong learning is a must.

Age vs. Experience

Would prefer to aim younger. Will need enough leadership experience and confidence to give direction to musicians.

Denominational Affiliation

Denominational affiliation is not a high priority. We would recommend that potential candidates gain some familiarity with a network called Jesus Collective.

How important is geographical location to you?

No candidate would be ruled out based on geography. It would be helpful if candidates have some understanding of Pacific Northwest culture, and feel confident that they can thrive here..

What skills are you looking for specifically?

The top priority is the candidate's ability to create an engaging and authentic atmosphere in worship, whether leading with a team or alone. We are open to a variety of approaches in doing this. We anticipate this would be a person with strong vocal ability and proficiency with guitar and/or piano. We are looking to this person to give holistic artistic direction to all components of the weekend service (A/V, sound, lighting, music, worship team). We would love to have someone with the knowledge/experience to take immediate ownership of all those things, but the priority is on the candidate's cultural fit and worship leading abilities.

With respect to Communications, some background in graphic design and/or social media marketing is a plus, but not required.

What technical abilities (if any) are required?

- Planning Center
- SongShow Plus (this is our current projection software, but we want to move to ProPres)
- Click tracks

Equipper or Doer?

We will need more of a doer in the short term, but looking for more of an equipper in the long term.

Attractional vs. Missional

Missional in the sense that we are looking for someone sensitive to our context as an urban church in the Pacific Northwest. Attractional in the sense that we are intentional about creating a weekend service environment that is accessible to people who are new to church.

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Budget Area Supervision

\$10k

Personal Characteristics Desired

- Light-hearted, kind, warm
- Integrity above reproach
- Humble curiosity
- Systemic thinker

What would immediately disqualify someone?

If any of the following plays a significant role in a candidate's faith, they likely would not be a good fit...

- Reformed theology of a John Piper or Mark Driscoll variety
- Premillennial dispensationalism
- Complementarianism
- Prosperity gospel/Word of Faith movement

Urgency

8

Other "Must Have" Skills

None beyond those mentioned above

Other "Nice to Have" Skills

Experience/training in communications, marketing, graphic design, social media

Finally...

Our ideal hire is a culture-shaping leader who is passionate about Jesus, the local church, and the expression of God's creativity through creative arts.

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Public Job Posting

First Baptist Church Everett

Director of Worship and Communications Everett, WA

First Baptist Church Everett, in Everett, Washington, is in search of their next Director of Worship and Communications. They are looking for someone who will be a culture-shaper, giving overall creative direction to weekend services as well as their communication platforms and strategies. S/he will be empowered to bring fresh vision and energy to our team, positioning FBC to build bridges of connection beyond ourselves.

What you'll be doing:

- Revitalize the culture of the worship team including developing worship leaders, drawing in new team members and introducing new music
- Be primary worship leader and oversee all music/production components at weekend services
- Create an engaging and authentic atmosphere in worship
- Create a consistent look, tone and feel to communications
- Give strategic direction to all channels of church communication

Skills you need to have:

- Relational, authentic leadership
- Proficiency in leading worship
- Proficiency with digital/social media and print communications technologies and platforms
- Excellent written and verbal communication skills

Everett is a diverse community located 25 miles north of Seattle, set between the Cascade Mountains on the east and Port Gardner Bay on the west. Everett offers no shortage of activities including outdoor activities, a vibrant arts, culture and music scene, delicious dining, pubs and breweries, Angel of the Winds Arena, and family-oriented festivals year-round. Newly-established Washington State University Everett sits across from Everett Community College. In addition to outdoor recreation, arts and culture, and higher education, Everett is also the home of the Boeing Company, Funko, and other high-tech enterprises.

