



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

WORSHIP PASTOR/ DIRECTOR

Living Water Community Church
Harrisburg, Pennsylvania

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Living Water Community Church
Harrisburg, PA



Population of City

49,000

Population of County

277,000

Community Overview

Harrisburg is the capital of Pennsylvania. The city is unique in that it doesn't cover a large geographic area (less than 12 square miles). Most of the population lives in the surrounding suburbs, which are contained in three counties (Dauphin, Cumberland, and Perry). Together these three counties have a population of 575,000 people. Living Water is located right outside of the city proper and inside the Harrisburg Beltway. Our region is extremely diverse ethnically, economically, and educationally. The Commonwealth of Pennsylvania is one of the largest employers, along with The Penn State University Hospital in Hershey, the University of Pittsburgh Medical Center (UPMC - Central Pennsylvania), and several military installations. Additionally, because Harrisburg is located along several major highway routes, there are extensive distribution centers throughout the area. We are centrally located and a 3-hour drive from New York City, Pittsburgh, and the East Coast beaches; a 1.5-hour drive to Philadelphia and Baltimore; and a 2-hour drive to Washington DC.

Why People Like Living Here

The cost of living is extremely reasonable, and job opportunities abound. It is relatively peaceful here. The people are kind. There are four seasons. Winter isn't too cold or too snowy, and summer is not too hot or humid. Central Pennsylvania has its share of cultural events, but our proximity to major metropolitan areas provides even more opportunities, as well as professional sports events and teams. It is only a 20 minute drive to the country or the woods, with many hiking and biking trails, including the Appalachian Trail. And then, there is the history - Independence Hall, Gettysburg, and Washington DC.

Church History

Living Water started as a Bible study of four couples in the summer of 2000 who dreamed of creating a gospel-centered, multi-ethnic church. By January 2001, the core group had grown to eight couples, and there were 96 people in attendance at the Grand Opening at the Rutherford Elementary School. Over the next six years, we continued to meet in the elementary school. During that time, we grew in ethnic, economic, and educational diversity in our congregation and our staff. In 2007, we moved into a brand new 20,000-square-foot facility located on a wooded 28-acre campus. In the late 2000s and early 2010s, we grew to approximately 600 people on the weekends. To help meet growing ministry needs, we constructed a 4,000-square-foot Community Resource Center (food pantry, car repair garage, community meeting room) in 2013, and in 2019 we expanded the main building to 38,000 square feet with a 500-person worship room.

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Mission, Vision and Values

Our purpose is to glorify God by developing a diverse family of fully devoted followers of Jesus Christ who reproduce that devotion in others. As a church family, we value God's Word, Authenticity, Excellence, Prayer, Unity, Diversity (ethnic, educational, economic, and ability), Community, Church Planting/Missions, and Discipleship. In addition to the above, our staff and leadership are committed to the following:

- God Always Comes First
- People are a Close Second
- Honesty and Integrity Matter
- Excellence is Our Standard
- Grace is More than a Theological Construct
- We Choose Sacrifice
- Our Community is Our Mission Field

Average Weekend Attendance

590 (In-Person) 80 (LiveStream)

750 (In-Person - Pre-Pandemic)

Attendance Trend

Growing

Overview of Weekly Worship Gathering

We have three identical worship services which run 90 minutes - Saturday at 6pm and Sunday at 9am and 11am. Our typical format is straightforward - opening song; video welcome from a different church family member each week; 2 or 3 more songs; congregational prayer prepared by a member of the prayer team; message (typically 50 minutes - almost always working through a book of the Bible., with occasional topical messages); pastoral prayer; offering; final song; occasionally an announcement (if important); benediction. We celebrate the Lord's Supper once a month. We work hard to use various genres of music (praise/worship, hymns, gospel, other languages, etc.).

Worship Style of Your Church

Because we are a multi-ethnic church, our music is eclectic. Like many churches, we sing popular praise and worship songs, being careful that all music used is compatible with our biblical understanding. We value other genres, so a successful candidate must be able to lead/teach black gospel and/or songs in other languages. We also value hymns - many times tweaking the music to be more up to date. We often have a traditional band (acoustic guitar, electric guitar, bass, keyboard, and drums). In the past, we have enjoyed having horns and other string instruments. Other times, worship consists of a single vocalist with a guitar or keyboard. In the end, we want people to understand that if they

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were not blessed by the music on a particular Sunday to remember that it wasn't for them. It was ultimately for God and we can still rejoice because God was glorified and other people were blessed as well.

Tell Us About Your Facility

We have an amazing building on 28 wooded acres with a stream flowing around the property. It is an oasis in the midst of the city. The first phase (20,000 square feet) was constructed in 2007 and the second phase (18,000 square feet) was constructed in 2019. It is two stories tall (stucco and stone) - overflowing with huge windows that take in the beauty of the campus. The worship room is a half circle with 500+ seats. We have an excellent sound, lighting, video projection, and live streaming system. Additionally, we have a 4,000-square-foot Community Resource Center that has a convenience store style food pantry; three-bay commercial garage where we do auto repairs for needy individuals; and a large meeting room that is used by both the church and the community. Finally, there is a beautiful massive playground that we recently built for the community.

Overall Budget (this fiscal year)

\$1,630,000

Overall Long-Term Debt of the Church

\$1,480,000 (scheduled to be completely paid off by mid 2027)

Denominational Affiliation and/or other Partnerships

We are a non-denominational church.

Governance & Polity

A plurality of Elders. The Elder Board comprises the staff pastors (Lead, Teaching/Adult Ministry, Family) and five lay elders. If a worship pastor, rather than a worship director is hired, he would also be a member of the Elder Board. There must always be at least one more lay elder than staff pastor on the Elder Board. The congregation reaffirms all lay elders each year and has the final approval of new elders, annual budget, incurring of debt, purchase of real estate/construction, and the hiring of pastors.

Current Paid Staffing Level

- The following are full-time positions - Lead Pastor; Teaching/Adult Ministries Pastor; Family Pastor; Worship/Creative Arts Pastor/Director; Children's Ministry Director; Elementary Coordinator; Middle School Director; High School Director; Outreach/Missions Director; Church Administrator; Executive Assistant; Adult Ministries Assistant; Outreach Assistant; Custodian.
- The following are part-time positions - Congregational Care Assistant; Bookkeeper; Weekend Custodian; Groundskeeper, and Childcare Coordinator.

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Major Ministries of the Church:

- Adult Ministries - Men's Ministry, Women's Ministry, Small Groups, Support Groups (GriefShare, Sexual Purity, Abuse Recovery) and a Young Adults Ministry (20 years old through 30 years old)
- Family Ministries - Nursery, Elementary, Middle School, High School, and currently developing a college age ministry. Also yearly student mission trips and community outreach events, such as VBS for elementary students and MERGE for high school and middle school students.
- Missions - support approximately 15 domestic and international ministries/missions
- Church Planting - at any given time we are actively supporting a church plant/pastor in the U.S. and/or internationally.
- Congregational Care - Weddings/Funerals - Meal Ministry for Sick and New Moms - Hospital/Home visitation

Outreach Programs Overview

ESL, Weekly Street Evangelism, Evangelism Training, Food Pantry, Auto Repair Ministry, Community Festival, Compassion Ministry (distributes approximately \$90,000 of assistance - rent, utility, legal, medical - each year - primarily to non-church members.) Everything that we do for our community is absolutely free of charge.

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

Evangelical - Conservative

Published Theological Statement

- We believe that the Scriptures of both the Old and New Testaments are the inspired Word of God, that they are inerrant in the original writings, and that they are the supreme and final authority of all Christian faith and life. 2 Timothy 3:16-17; 2 Peter 1:20-21
- We believe in one God, Creator of all things, infinitely perfect and holy, eternally existing in three equal yet distinct Persons: Father, Son, and Holy Spirit. Genesis 1:1; John 1:1-18; Matthew 28:19
- We believe that Jesus Christ is fully God and fully man in one person and that he eternally exists with the Father. He came to earth having been conceived of the Holy Spirit and born of the Virgin Mary. He led a sinless life and died on the cross as a sacrifice for the sins of all humanity. He arose bodily from the dead, ascended into heaven, and sits at the right hand of God, where he is our Prophet, Priest, and King. John 1:1-14; Matthew 1:18-25; 1 Corinthians 15:3-4; 1 John 2:1-2
- We believe the Holy Spirit is fully God. The work of the Holy Spirit is to make evident the active and personal presence of God in the world and especially in the Church. The Holy Spirit glorifies God, convicts individuals of sin, cleanses believers from sin, seals, indwells, guides, comforts, instructs, unifies, and empowers believers for godly living and service. Matthew 28:19; John 15:26; John 16:7-15; Romans 15:19; Ephesians 1:13

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- We believe that all humanity, as descendants of Adam and Eve, are created in the image of God. Adam and Eve willfully and voluntarily chose to sin by disobeying God. As a result of their disobedience, all humanity is now inherently sinful, lost and completely separated from God. It is only through regeneration by the Holy Spirit and faith in the substitutionary death of Jesus Christ that salvation and spiritual life can be obtained. Genesis 1:27; Genesis 3; John 3:3; Romans 5:12; Romans 10:9-13; 2 Corinthians 5:21; Ephesians 2:1-7
- We believe that the shed blood of Jesus Christ and his resurrection provide the only grounds for justification and salvation for all who believe. All who confess Jesus Christ as their personal Lord and Savior are justified solely by his work on the cross and are saved only by grace through faith in him, not by any human merit or works. John 3:16; Romans 5:1,8-9; Ephesians 2:8-9
- We believe that the Lord's Supper and Believer's Baptism are ordinances to be observed by the Church. They are, however, not to be regarded as a means of salvation. 1 Corinthians 11:23-26; Matthew 28:19-20
- We believe that the true Church, of which Christ is the Head, is composed of all persons who have been justified by God's grace through a saving faith in Jesus Christ alone. Only those who are members of the true Church shall be eligible for membership in the local church. 1 Corinthians 12:12-31; Ephesians 4:1-6; Romans 12:4-8
- We believe that the purpose of the Church is to worship God, to nurture believers, and to evangelize the world by actively demonstrating God's mercy, grace, and truth. Colossians 3:16; Colossians 1:28; Ephesians 1:4-6; Luke 6:35-36; Matthew 28:18-20
- We believe that Jesus Christ is the Lord and Head of the Church and it is each local church's responsibility under Christ to decide, govern and be held accountable for its affairs in accordance with the teachings of Scripture. Ephesians 1:22-23; Titus 1:5-9; James 3:1
- We believe Christ will personally return to the earth in bodily and visible form and that his imminent return will be sudden. Acts 1:11; 1 Thessalonians 4:14-18; 2 Peter 3:10
- We believe in the bodily resurrection of the dead and a final judgment of both believers and unbelievers at which Jesus Christ will be judge. After this final judgment, believers will enjoy everlasting life in the presence of God, while unbelievers will be subjected to everlasting conscious punishment in hell. Romans 2:5,16; 2 Corinthians 5:10; Matthew 25:31-46

What theological hills will you die on?

- We consider ourselves reformed as it relates to salvation. However, we are able to minister alongside those who are fully devoted followers of Jesus Christ that do not hold this position. We would expect a pastor/director of Living Water to hold to this position. From this reformed understanding of Scripture we would also require any candidate to hold to the Five Solas - Faith Alone, Scripture Alone, Grace Alone, Christ Alone, Glory to God Alone.
- We are complementarian. As such, we only have male elders. A worship pastor would need to be a male, however, a worship director could be a female.
- As it relates to the sign gifts, we would consider ourselves to be open but discerning. We do not actively practice the sign gifts in our worship services and we would expect a successful candidate to honor that conviction.

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We believe the local church should reflect the great diversity of our community. Here is our diversity statement:

Over the years, the term “diverse” has morphed from its definition of “different, dissimilar, or varied” (which would traditionally describe various ethnic and socio-economic people groups) to include language focused on various expressions of human sexuality, specifically as it relates to the LGBTQIA community and the corresponding condoning and celebration of such expressions. As such, we believe it is necessary to clarify Living Water Community Church’s ministry convictions regarding this subject. Since its inception, the Living Water family has worked hard to demonstrate the love of Christ, as well as to maintain a commitment to the truth of God’s Word in all we do as we minister to people. In our relationships, we seek to show the love of Christ by ministering to everyone who walks through Living Water’s doors regardless of race, color, religion, political affiliation, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other category one chooses to identify. This includes but is not limited to persons who are Christian, non-Christian, wealthy, poor, educated, uneducated, citizen, immigrant, lesbian, gay, bisexual, transgender, questioning, intersex, asexual, married, divorced, single, addicts, those who are sober, ex-cons, parolees, and everyone in between. At the same time, we humbly seek to be committed to the truth of God’s Word by proclaiming and adhering to what the Bible teaches us, as best as we understand. We realize that this might sometimes mean that not everyone will always agree with what we teach and believe. We also realize that we will not always perfectly carry out these principles, yet we strive to do so.

As it relates to the expression of human sexuality we believe that the “traditional biblical definition” best aligns with what the Bible teaches for human flourishing. We see that definition as sexuality expressed as an exclusive covenantal union between one man and one woman, which is designed to be a life-long commitment. This definition, in conjunction with other Bible passages, lead us to believe that any sexual activity outside of this covenantal union - be it heterosexual, bisexual, homosexual, transsexual, extramarital or anything else is incompatible with biblical ethics. As a direct result of this understanding of Scripture, we believe that everyone is called to the pursuit of sexual holiness and purity. 1 Peter 1:13-16 is a text that comes to mind when we seek to encourage other Christians in their walk with Christ - “Therefore, preparing your minds for action, and being sober-minded, set your hope fully on the grace that will be brought to you at the revelation of Jesus Christ. As obedient children, do not be conformed to the passions of your former ignorance, but as he who called you is holy, you also be holy in all your conduct, since it is written, “You shall be holy for I am holy.” 1 Peter 1:13-16 (ESV)

It must be stated that out of great concern for all people, we also teach that attitudes of judgment and condemnation, and words that are demeaning and demonizing expressed by any in the church, here or elsewhere, on the topic of human sexuality, do great harm. Living Water does not endorse or condone hateful attitudes, actions, or words toward those who live or believe differently than we do on this topic. Instead, we seek to remember and remind others that we have all sinned and fallen short of God’s glory and are desperately in need of God’s grace found in the Lord Jesus Christ.

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Hot Button Social/Culture Issues for Your Church

- Ethnic diversity - see above.
- Marriage is a covenant solely between one biological man and one biological woman. Any sexual intimacy outside of this covenant, be it homosexuality, bisexuality, transgender, adultery, fornication, pornography, etc., is a sin.
- Divorce - we believe that divorce, except in the case of adultery, abandonment, and abuse is a sin. However, we also account for grace and as such, we would consider a divorced candidate but would want to understand the specific circumstances.

Biggest Church 'wins' in last 18 months?

Preface - while we use "we" in the following - all of this needs to be attributed to the great work of God.

- We were able to weather COVID, the racial challenges, and the presidential election in a manner which honored God and preserved the unity of our very diverse church family (politically, ethnically, economically, theologically, and culturally).
- We ramped up our support of our community during COVID by significantly expanding our food pantry services and compassion/benevolence spending.
- We successfully settled a refugee family from Afghanistan and another from Ukraine.
- Our family ministries have grown steadily during the COVID epidemic.
- We continue to strengthen our church's balance sheet by significantly paying down debt.

Biggest Opportunity for Your Church in the Next 12 Months

- Hire a new Worship Pastor/Director.
- Participate in a large community outreach coming up where our entire church family serves our community on a Saturday.
- Continue growing an effective ESL program.
- Elders are actively working on a strategic discipleship plan for the entire church based on the REVEAL survey.
- Partnering with other local churches under the umbrella of the Christ Together ministry which seeks to engage in Gospel Saturation throughout Central Pennsylvania.

Church's Biggest Challenge for the Future

- Maintain our commitment to God's Word and the unity of our church family given the great upheaval in our culture.
- Meet the needs of our community in light of a possible economic recession.
- Fulfill our mission to create fully devoted followers of Jesus Christ.

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Title of Position You Are Hiring

Worship and Creative Arts Pastor/Director

Full Time Position? Yes

Overall Description of this Position

The Worship and Creative Arts Pastor/Director is responsible for envisioning, planning, developing, implementing, and leading a comprehensive God-glorifying, Gospel-centered, multi-ethnic ministry of music, prayer, and creative arts that ushers our church family into the presence of God and assists us in fulfilling our vision "to glorify God by developing a diverse family of fully devoted followers of Jesus Christ who reproduce that devotion in others." He or she must truly love God, His church, and others. He or she must be a sacrificial servant leader who is able to lead and train others for the work of the ministry. We are not looking for a performer, rather, we are looking for someone with a shepherd's heart.

Reporting Relationship

This position reports to the Lead Pastor.

Goals and Expectations

- We need someone who loves our church family and can lead our worship and creative arts ministry well. They don't have to be a rock star but they need to be a solid musician who understands music, has a good voice, and excellent communication and interpersonal skills.
- He or she needs to understand technology (sound system, lighting system, video projection and streaming system) and be able to teach others.
- Self-motivated and able to figure out specifics when given broad direction.
- Begin reaching into the community through music and creative arts.
- Strong desire and skill to develop individuals and teams to form and maintain a cohesive, mature and unified worship ministry.
- Specifically from the pastor - "I am looking for a ministry partner who has a passion for the Gospel, for multi-ethnic ministry, and for loving and developing people. I want to dream with them and help them reach their potential as together we help Living Water reach its potential and accomplish God's purposes."

Do you have a job description for this role?

OVERVIEW: The Pastor/Director – Worship and Creative Arts is responsible for envisioning, planning, developing, implementing, and leading a comprehensive God-glorifying, Gospel-centered, multi-ethnic ministry of music, prayer, and creative arts that:

- Ushers our church family into the presence of God.

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- Fulfills our vision “to glorify God by developing a diverse family of fully devoted followers of Jesus Christ who reproduce that devotion in others.”
- Develops volunteers and empowers them to use their gifts to assist the pastor/director with various worship-related tasks.

SPIRITUAL QUALIFICATIONS:

- Clearly articulate repentance of sins and faith in Jesus Christ; exhibits traits consistent with being a fully devoted and maturing follower of Jesus Christ, and is above reproach in all relationships.
- Possess a deep love for God and God’s people, a passion for worship, a vibrant prayer life, a teachable spirit, a heart of generosity, a team-player attitude, and a commitment and calling to the intentional development of a Gospel-centered, multi-ethnic ministry.
- Fully committed to the Truth of God’s Word and able to clearly articulate that Truth.
- Possess the spiritual gifts and/or abilities of pastor/shepherd, encouragement, teaching, leadership, administration, and creative communication.
- Must be in agreement with Living Water’s purpose, statement of faith, and governing documents.
- Must be or become a member of Living Water and regularly attend weekend worship services.
- Must meet the biblical requirements of an elder found in 1 Timothy 3:1-7, Titus 1:6-9, and Titus 2:7-8 and fulfill requirements to be approved as an elder within one year of employment (not required for Director position).
- If married, must possess a healthy relationship with spouse and children.

TRAINING/EXPERIENCE:

- Training, experience, and proficiency vocally and with a lead instrument (keyboard, guitar, etc.).
- Training, experience, and proficiency with (and/or willingness to explore) various genres of music (e.g. praise/worship, black gospel, urban, Latino, country, hip hop, hymns, etc.).
- Training, experience, and proficiency with sound, video, streaming, lighting systems, and associated software (e.g. ProPresenter, Planning Center, Lightkey, etc.).
- Training, experience, and proficiency in the development of a worship choir.
- Experience in the use of the creative arts and how they can be utilized in ministry.

JOB DESCRIPTION

- Possesses a vision for worship and is able to clearly articulate that vision.
- Excellent leadership, motivational, and interpersonal skills.
- A bachelor’s degree or greater is strongly preferred.
- Significant academic training in Bible, theology, and music ministry is strongly preferred.
- Prior experience as a worship leader in a church or para-church ministry is required.

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LEADERSHIP RESPONSIBILITIES:

- Develop – in cooperation with the pastors/elders – a comprehensive vision and philosophy for utilizing the creative and visual arts throughout the church, enabling Living Water to fulfill its purpose and vision.
- Articulate and implement that vision and philosophy with and through the staff, the Worship and Creative Arts Team members, and the entire church family.
- Develop a long-range plan for all aspects of Worship and Creative Arts activities along with the Lead Pastor.
- Establish standards for all Worship and Creative Arts activities and evaluate progress in achieving the vision and philosophy against those standards.
- Provide pastoral care and encouragement to the Worship and Creative Arts team members and their families.
- Ability to develop meaningful and cooperative relationships with the regional religious and secular performing arts community.

OVERSIGHT RESPONSIBILITIES

- Oversee and guide, with the assistance of the pastoral staff and members of the Worship and Creative Arts team, the weekly, monthly, and yearly worship planning process.
- Provide oversight and direction to the various Worship and Creative Arts teams (e.g. worship teams, drama teams, choirs, ensembles, prayer, etc.) and the associated technical teams (sound, video, lighting, streaming, décor, etc.)
- Provide oversight and direction to the other ministry leaders whose ministries interact with the weekly worship service (e.g. greeters, ushers, etc.) in order to ensure a well-planned and God-honoring worship experience.
- In conjunction with the Pastor(s)/Director(s) of the Student Ministries and Children's Ministries, create a culture of worship by developing opportunities for worship leadership and participation by students and children.
- Oversee copyright compliance by all church staff and volunteers.
- Oversee the proper care, cataloging, and maintenance of all Worship and Creative Arts resources (e.g. sheet music, instruments, props, videos, etc.).
- Oversee the Lord's Supper by ensuring the elements are prepared and people are trained and scheduled to administer them.

DEVELOPMENT RESPONSIBILITIES

- Plan, develop, implement, and direct weekly worship services that minister to people from various ethnic, socio-economic, and cultural backgrounds. This includes, but is not limited to, the selection of music, dramas, videos, special vocal/musical performances, lighting, sound, streaming, décor, etc. Work closely with the Lead Pastor to develop worship experiences that support and enhance the Biblical teaching that is planned for a given service.
- Provide for – either through direct personal involvement or the recruiting, training, and deployment of other qualified individuals – the development, implementation, and direction of:
 - Worship choir(s) who is/are proficient in various genres of music.
 - Multiple worship teams who are proficient in various genres of music.

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- Drama, dance, and other visual arts teams who are proficient in various genres of the creative arts.
- Prayer ministry, for weekend worship services and special prayer/worship evenings during the year.
- Identify and recruit Worship and Creative Arts team members and empower them to fully utilize their gifts and abilities.
- Identify and promote training opportunities (e.g. seminars, conferences, etc.) for the continual development of the Worship and Creative Arts team and attend those events as appropriate.
- Plan, develop, implement, and direct major Worship and Creative Arts events (e.g. community outreach events, special holiday productions, Christian concerts, etc.).

DIRECT INVOLVEMENT

- Serve as the primary worship leader for the majority of weekend worship services.
- Active participation in a regularly meeting small group.
- Active participation in church-wide activities (e.g. picnics, festivals, major outreach events, etc.)
- Active participation in weekly staff meetings, weekly worship planning meetings, monthly long-range worship planning meetings, and other meetings as required.

Educational Preferences

Formal theological education is important. However, it could be as simple as an undergrad minor in Bible. If the person checks all of the other boxes, we can be flexible.

Age vs. Experience

Great leaders are not specific to any particular age group.

How important is geographical location to you?

We are open to the candidate being from anywhere. However, sometimes coming from the warm south to the perceived cold north is a concern for some.

What skills are you looking for specifically?

- He/she needs to be able to lead worship, preferably with the keyboard, but a guitar would be acceptable. He/She needs to be able to sing well.
- We would expect that he/she knows how to lead a band.
- He/She needs to be able to train vocalists and develop/lead a choir, as well as training/developing instrumentalists.

What technical abilities (if any) are required?

- Planning Center and ProPresenter are an absolute must, along with obvious proficiency in the use of MS Office software and iOS software.

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- He/She needs to have a thorough understanding of digital sound boards and in-ear monitoring. We live stream every weekend and have a lighting system - so we would need some one who is technically competent in those areas.
- He/She must have a level of technical prowess - he/she can't simply sing and play an instrument - that is not enough.

Equipper or Doer?

We desire to have someone who can train and develop others. Because we have a Saturday night service, we utilize multiple volunteer worship leaders. As such, if there are four Saturdays in the month, the Worship Pastor/Director would lead on two of the four weekends (both Saturday night and Sunday morning) - and a volunteer worship leader would lead on the other two weekends. If there are five Saturdays in the month, the Worship Pastor/Director would lead on three of the five weekends (both Saturday night and Sunday morning). Regardless of the number of Saturdays in the month, the Worship Pastor/Director is expected to be at church on all Sunday mornings, except vacations and respite weekends. If he/she is not leading worship, he/she might be serving as a member of the worship team, running sound, or using his/her time to build relationships with members of our church family.

Attractional Vs. Missional

Missional

Budget Area Supervision

\$17,000 excluding salaries

Personal Characteristics Desired

- We are looking for someone who isn't about himself/herself. We want someone who is humble, sacrificial, wants to be part of a team, desires to engage in our church family's life, loves other people, and isn't looking for Living Water to be a stepping stone to something better.
- The Pastor/Director needs to possess a strong work ethic and pursue excellence in all he/she does.
- He/She needs to be generous with his/her time and talents and gracious in his/her words and deeds.
- The successful candidate will view himself/herself as a minister, rather than an employee.
- He/She must love the Lord above all else.

What would immediately disqualify someone?

- Arrogance, lack of teachability
- Not able to communicate well
- Unsupportive spouse/family
- Doesn't value other people

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- Doesn't love the Lord
- Addictive behavior
- Not able to clearly articulate his/her faith
- Not musically gifted
- Values performance over worship

Urgency

We would take someone tomorrow but are willing to wait for the right person.

Finally...

The ideal candidate will lead and sing with the keyboard, be a great leader/teacher, possess technical competence, as well as a solid theological background and proven record of success, all buffered by a sense of humility and desire to give God the glory.

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Public Job Posting

Worship Pastor/Director

Living Water Community Church

Harrisburg, Pennsylvania

Living Water Community Church in Harrisburg, Pennsylvania, is looking for a new Worship and Creative Arts Pastor/Director. This person is responsible for envisioning, planning, developing, implementing, and leading a comprehensive God-glorifying, Gospel-centered, multi-ethnic ministry of music, prayer, and creative arts that ushers the church family into the presence of God and assists them in fulfilling the vision "to glorify God by developing a diverse family of fully devoted followers of Jesus Christ who reproduce that devotion in others." He or she must love God, His church, and others and be a sacrificial servant leader who is able to lead and train others for the work of the ministry. They are not looking for a performer, rather, they are looking for someone with a shepherd's heart.

What you'll be doing:

- Providing oversight and direction to the various Worship and Creative Arts teams (e.g. worship teams, drama teams, choirs, ensembles, prayer, etc.) and the associated technical teams
- Providing oversight and direction to the other ministry leaders whose ministries interact with the weekly worship service (e.g. greeters, ushers, etc.) in order to ensure a well-planned and God-honoring worship experience
- Planning, developing, implementing, and directing weekly worship services that minister to people from various ethnic, socio-economic, and cultural backgrounds. This includes, but is not limited to, the selection of music, dramas, videos, special vocal/musical performances, lighting, sound, streaming, décor, etc.

What skills you need to have:

- Possess a vision for worship and can clearly articulate that vision
- Excellent leadership, motivational, and interpersonal skills
- Possess a deep love for God and God's people, a passion for worship, a vibrant prayer life, a teachable spirit, a heart of generosity, a team-player attitude, and a commitment and calling to the intentional development of a Gospel-centered, multi-ethnic ministry
- Training, experience, and proficiency vocally and with a lead instrument

Living Water is located right outside of the city proper and inside the Harrisburg Beltway. The region is extremely diverse ethnically, economically, and educationally. The cost of living is extremely reasonable and job opportunities abound. They experience all four seasons where winter isn't too cold or too snowy, and summer is not too hot or humid.

Apply Here: <https://www.chemistrystaffing.com/livingwater-worship>