



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

WORSHIP DIRECTOR
Lutheran Church of the Cross
Altoona, Iowa

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Population of City

19,500

Population of County

485,400

Community Overview

We are located in a growing suburb of the capital city, Des Moines, Iowa. Altoona specifically is growing at 2.5% annually. The school district (Southeast Polk) is a regional school district serving 5 different towns (Altoona, Runnells, Pleasant Hill, Mitchellville, and parts of Des Moines). The school district was the 13th largest in the state in 2021-2022 with 7,025 enrolled.

Why People Like Living Here

The Eastern side of the county, including Altoona and surrounding communities, while seeing growth in business development, industrial development, and residential development, still has a small-town feel. Altoona is home to many restaurants and entertainment venues, including a state-of-the-art theater, aquatic center, amusement park, horse racing, and many outdoor recreation opportunities. We are also the home to an outlet mall, Bass Pro Shops, and a growing development around the Outlet Mall. Within a short drive of the city, you will find water recreation (lakes and rivers) and parks for hiking, camping, and playgrounds. It's just a short 10-minute drive to downtown Des Moines with many cultural, shopping, and dining options. Being part of the capital city means easy access to a larger metropolitan area while still being able to live and work in a smaller community. There are lots of options for kids to be involved in sports, arts and recreational activities through both the schools and community partners.

Church History

In 1984, a group felt called to plant a Lutheran church in Altoona. Their original location was a floral shop in the business district. In 1985 they purchased a home that would serve as their office and meeting space and is still used as our offices today. Under the direction of the founding pastor, a multipurpose/worship space was added along with 4 classrooms in 1986. In 1989 the founding pastor resigned and Pastor Mark VanderTuig was called as the Pastor. He led the congregation for the next 20 years. Within this time, the facilities grew with 4 additions, including expansion of the then worship space, two learning center expansions, and the addition of the current Worship Center and our secondary building, Cross Creek. In 2002, the church voted to leave the ELCA, and joined as a charter member of LCMC. In 2010, Pastor VanderTuig resigned to take a role with LCMC. At that time, average weekly attendance was 1000. Over the next two years, the church engaged the services of Metanoia Ministries for an intentional interim period to help the church evaluate their current positions and structure and create a profile for finding our next Senior Pastor. In 2012, Nathan Anenson was called as our next Senior pastor. In recent years, the church has implemented strategic discipleship language, developed an in-house seminary partnership, and repositioned themselves to be a greater blessing to their local community.

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Mission, Vision and Values

We are all about practical faith. Faith that makes a difference in everyday life. The best way to experience this practical faith is to grow in three relationships: UP, IN, and OUT.

UP – relationship with Jesus

- We believe that there is nothing better than knowing Jesus and living every day with Him. We desire that our entire lives would be realigned around Jesus' plans for our lives in response to His incredible love for us.

IN – relationship with Jesus-followers

- We believe that there is great joy in doing life together in community. We desire to have life-giving friendships in which we can be encouraged and challenged to be the people God is calling us to be.

OUT – relationship with wider-community

- We believe that God is up to great things in central Iowa and around the world, bringing new life to places. We desire to join God in what He is doing wherever we find ourselves.

Average Weekend Attendance

430

Overview of Weekly Worship Gathering

We gather at three services each weekend: Saturdays at 5:30pm and Sundays at 8:30 and 11am. All gatherings are designed with relevant, engaging, and inspiring music and messages. While embracing the modern, we hold on to the best of the ancient and re-teach the foundations of our faith. It is our desire that as we gather with each generation present, each person has a life-changing encounter with the Living God. Each worship gathering is led by a full band, with a seamless flow between each movement of the service. Music is upbeat, whether it's a hymn or the latest song on the radio. Most songs are new/modern songs while including one hymn each weekend. Preaching is planned out in a message series, and is engaging, relevant to daily life, done without notes so it feels more conversational, and most importantly, grounded in God's word. People appreciate the upbeat, fresh feel of the services, while holding on to key components of our ancient faith (hymns, Lord's Prayer, Confession & Forgiveness, responsive readings, etc.) People also appreciate the real-life application of God's Word in the messages.

Worship Style of Your Church

Our worship is welcoming, and energetic contemporary Christian music is played while people gather in the Worship Center. The Worship Leader welcomes the church and invites people into a time of worship with a full band through three songs and other spoken components. Music includes selections from Hillsong, Bethel, Vertical, Phil Wickham, and other modern artists, as well as traditional hymns done in a modern format. Songs are selected based on theology, theme, and congregational sing-ability. There is then a warm welcome, announcements, and a video transition into the message. Messages are approximately 25 minutes. The Lord's Supper is served 2x/mo. We finish with another song and a sending. We value both excellence and participation; both the communal and the personal connection with God in worship; both well-planned and Spirit-led.

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Tell Us About Your Facility

Our church began meeting in a house in 1984 and has been built over several phases since that time. Therefore, none of our buildings, aside from the original house structure that we use as our offices, is more than 35 years old. We have two buildings on one piece of land separated by a storm water drainage creek. The main building has a fellowship hall (which was our original worship space), a learning center (12 classrooms used by kids, youth and adults), and a Worship Center (pew seating to accommodate 700). The second facility houses our weekday preschool (faith based, open to community), a large meeting/community room, and 5 classrooms. The main building square footage is 31,600, and the secondary building square footage is 10,500. The main worship space opened in 2001 – the remainder of the main building was built on in phases from 1989-2005. The secondary building opened in 2005.

Overall Budget (this fiscal year)

\$1,224,000

Overall Long-Term Debt of the Church

Mortgage - maturity June 2025. Remaining balance \$700,000

Denominational Affiliation and/or other Partnerships

We are part of Lutheran Congregations in Mission for Christ (LCMC). LCMC is grounded in Lutheran theology, puts authority in the congregations (not in a hierarchy), takes the Great Commission seriously, and is grounded in Christ and His Word. We are not officially affiliated with other networks, but do work with Alpha, Emotionally Healthy Discipleship, as well as other groups as it fits our mission and DNA.

Governance & Polity

Decision-making is delegated throughout the organization. Jesus is the cornerstone and the Lord of the church. Members are the ministers and serve as part of the body of Christ in a variety of roles, including Ministry Teams. Staff are called not to do the ministry of the church, but to coach the members and Ministry Teams and equip them for ministry. Specific ministry decisions are made within the Ministry Teams. Staff provides guidance and coordination between the different ministries. Staff members are accountable to the Sr. Pastor and the Sr. Pastor is accountable to the Governing Board. The Board provides overall vision and discernment for the church and stays out of the day-to-day ministry. They also provide overall fiscal responsibility (in coordination with the Finance Team), as well as overall policy development. The congregation elects the Governing Board, approves the annual budget, and calls pastors.

Current Paid Staffing Level

Full-time

- Lead/Senior Pastor
- Church Administrator

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- Facility Manager
- Office Manager

Part time

- Care Pastor
- Youth Coordinator
- Next Steps Coordinator
- Online/Digital Coordinator
- Worship Leader
- Worship Tech Coordinator
- Nursery Supervisor
- Hospitality Coordinator

Major Ministries of the Church

- Alpha: an opportunity for people of all ages and backgrounds to explore faith in a safe and friendly environment. Includes a meal, a message, and small group discussion.
- Adult Groups: We desire to be a church in which everyone is connected. Groups help foster our UP, IN, and OUT relationships. These groups happen Sunday mornings, as part of a class, and throughout the week in homes.
- Adult Connections: Mid-size gatherings to help people connect and take the next steps in their faith (women's events, 55+ monthly gatherings, etc.)
- Kids: Each Sunday, 90 kids gather with 30 leaders for building great relationships and high-energy music and skits—all aimed at helping multiply practical faith in our kids. Other creative outreach/family events are planned throughout the year.
- Youth: Each Wednesday night, 70 youth gather with 20 leaders for pizza, great conversation, and large group teaching to make practical faith real in their everyday lives. An annual mission trip also takes place every summer.
- Care Ministry: Counseling, visits, Divorce Care, Grief Share, etc. all help people find Christ in their crisis.
- Outreach: A significant focus on hunger alleviation through a variety of partnerships and projects. We also bless about 10 partner ministries with volunteers and funding.
- Worship: A great team of servants who give their time and gifts of singing, playing instruments, and facilitating A/V, to create an environment in which the Holy Spirit can meet with the church. We also have a seasonal choir.
- Hospitality: A great team of welcomers, providing a smile, a hello, and coffee, and donut holes. We also have a Security Team.
- Weekday Preschool: A highly rated, Christ-centered preschool with great outreach into the community.

Outreach Programs Overview

Seven years ago, we conducted a research project of our wider community, looking at demographics and interviewing leaders in government, education, and business, as well as our local ministry partners, to see what the needs and

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opportunities were in our community. Through that process, we launched a significant outreach to alleviate food insecurity in the name of Jesus. We also took the next steps to leverage our facilities as a community center for our wider Community. Currently, we are doing this research project again and look forward to what God will show us next as to how we can partner with Him in what He's already up to in our wider community. We have numerous ministry partners (both locally and globally) that we generously support financially (over \$120k/year) and with volunteers. The church is regularly encouraged to invite friends and family to worship and other events so that we can multiply the practical faith God has given us. We have done parties in the park and have empowered neighborhood block parties to help provide space for our people to build relationships and share their faith.

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

Evangelical - Moderate

Published Theological Statement

God

- We believe in one God, infinite in power, wisdom and love, creator of all things and sovereign over all things. We believe God exists in three persons: Father, Son and Holy Spirit, each being equal and totally divine. Genesis 1:1, 26, 27; Jeremiah 10:12; Matthew 28:19; John 4:24

Jesus

- We believe that Jesus is Lord and Savior of the world. Jesus is God in the flesh who came to live among us, totally man and totally God. Through Jesus' suffering, death and resurrection He alone provides the forgiveness of sin, allowing us to live eternal lives. It is by faith that we enter into His grace, not by any works or human effort. There is no other way to be saved but by this belief in Jesus. John 1:1-3, 14-18; John 8:12; Acts 2:21, 36; Romans 3:23-26; 1 Corinthians 8:5-6; Philippians 2:6-11

Spirit

- We believe the Holy Spirit is a person who has come into the world to reveal and glorify Christ, convict men and women of their sin and to bring new life to all who trust in Christ for their salvation. He lives in all believers and seals them until the day of redemption. The Holy Spirit enables the believer to understand scripture, guides them in doing right and transforms them so they may live lives pleasing to God. He gives spiritual gifts to build up the Church so we may fulfill God's purposes and plans in this generation and for eternity. John 14:26; Romans 8:11; 1 Corinthians 12:3-7, 11; Ephesians 1:13-14

Word

- We believe the Bible is the only authority and guide for truth, life and faith in Jesus. We accept on faith that the Bible is inspired by God and without error; however, not all interpretation is without error. Therefore, we encourage lifelong study of the scripture as we seek God's wisdom and truth for our lives and circumstances. God's word is always relevant, always true, and always bears witness to saving faith in Christ. Psalm 1; Romans 15:4; 2 Timothy 3:16-17; 2 Peter 1:20-21

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Mission

- We believe that Jesus commanded the Church to go and make disciples. We are empowered by the Holy Spirit to witness to the Lordship of Christ and to participate with God in the building of the Church and the expansion of His kingdom. Our mission is in our neighborhoods, communities and around the world. Matthew 28:18-20; Acts 1:8; 2 Corinthians 6:1

Worship

- Worship is how we show God we love him, which establishes a right relationship between God and His people. Worship is a lifestyle of praise and thanksgiving to God that is daily, ongoing, and permeates everything we do. Worship is essential for the believer-like breath itself- and central to the life of the church. In it we cast our eyes to the Cross, we come under the instruction of God's Word, we are strengthened by the sacraments of Baptism and the Lord's Supper, bound together as Christ's body, and united in prayer. Worship involves active participation of the whole person – body, mind, heart, and spirit with God as our audience. Psalm 98:4-9; Psalm 105:1-4; Matthew 22:34-38; John 4:23-24; Acts 2:42-47; 1 Corinthians 14:26; 1 Timothy 2:1-3; Hebrews 12:28

Body of Christ

- We believe God has called us into community with each other just as the Father, Son and Holy Spirit embody and model perfect community. In relationships with other believers we are to learn and practice what it means to follow Jesus, the head of the Church. As believers we have been joined to Christ in our salvation and to each other by the Holy Spirit. Together we seek unity, harmony and understanding as we learn, love, pray, serve, and fellowship together. All who accept Jesus Christ as Lord and Savior are members of the Body of Christ. As His disciples we are the physical representation of Jesus in the world today. John 13:24-35; John 17:6-26; Acts 2:42-47; Romans 12:9-18; Ephesians 4:1-7; Philippians 2:1-11; Colossians 3:12-17; 1 Peter 1:22

Spiritual Gifts

- We believe each believer has been given his or her own spiritual gift(s), chosen by the Holy Spirit, to be used so the Body of Christ may grow and mature. God wants us to know our spiritual gifts. He wants us to know that we are each called to serve Him and we have been given the gifts we need to accomplish what he has called us to do. We believe these gifts should be discerned through prayer, study of the Scriptures, and affirmation of other believers. Spiritual gifts are gifts of grace, given for the common good, and are to be employed and controlled out of love for one another. Romans 12:3-8; 1 Corinthians 12:1-11, 27-31; Ephesians 4:11-16; 1 Peter 2:4-10; 1 Peter 4:10-11; 2 Peter 1:3

Stewardship

- We believe God is the source of all things. Everything we have in this life is a gift of God: our talents, our time, our treasures, our family and our relationships. Stewardship is our response and expression of gratitude, honor and worship to God. We are blessed by God to be a blessing to others by sharing and developing our financial resources, our gifts, and our talents. God provides for our needs and is glorified when we share the abundance of His resources to expand His kingdom and care for others. Exodus 19:5-6; 1 Chronicles 29:14; Psalm 24:1; Malachi 3:8-12; Matthew 25:14-28; Luke 6:38; 1 Corinthians 3:5-9; 2 Corinthians 9:6-8; James 2:14-17

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What theological hills will you die on?

- Candidates need to fully embrace the core beliefs of the Christian faith (as stated above). Candidates need to embrace open communion, the real presence of Jesus in communion and be open to baptizing both adults and infants.
- Candidates need to have a grace-based theological conviction that it is about God's initiative and work (not ours) when it comes to salvation and discipleship.

Hot-Button Social/Cultural Issues for Your Church

We like to avoid the polarizing extremes and the either/or thinking of the world on key social issues. Instead, we hold in tension a deep commitment to the Bible, protecting life, marriage between one man and one woman AND a deep commitment to relationship, welcome, conversation, and love. We resist being shoved into the categories of the world and instead seek to live out a relational commitment to both God's Word and the people he loves unconditionally.

Biggest Church 'wins' in last 18 months?

- Pivoting and redesigning ministry during and following a pandemic
- Worship Center and main hallway redesign
- The graduation of 3 seminarians with a MDiv and 5 with a Micro-MDiv

Biggest Opportunity for Your Church in the Next 12 Months

- The building of a core staff team and building momentum around that
- Outreach to a growing community through innovative, relational methods

Church's Biggest Challenge for the Future

Building momentum, engagement, and re-engagement coming off the pandemic

Title of Position You Are Hiring

Worship Director

Full Time Position?

Yes

Overall Description of this Position

The Worship Director is central to empowering our mission in our weekly worship gatherings. We are passionate about worshipping God and are excited to welcome a humble and passionate disciple of Jesus to move us into the next era of our worship experience. This high-capacity, innovative leader will provide vision and creativity for our worship

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ministry in coordination with the Sr. Pastor, and then lead the implementation of that vision. While providing excellent musical and vocal skills, this person will love recruiting, equipping, and empowering other leaders to use their gifts in worship.

Reporting Relationship

Sr. Pastor

Goals and Expectations

Reenergize our worship team members with relational investment, fresh vision, new recruits, and team building. This would then spill over into renewed passion on the part of the whole church to worship God in Spirit and in truth.

Do you have a job description for this role?

Purpose: To partner with LCC staff and congregation in multiplying practical faith through Up, In, and Out. To bring specific ministry gifts to the LCC staff in the area of Worship.

Qualifications:

- Disciple of Jesus Christ
- Demonstrates the leadership characteristics set forth in 1 Timothy 3:1-12 and Titus 1:6-9
- Embraces LCC's Vision and Core Values
- Committed to and experience with the Biblical design for ministry leaders to equip God's people to do His work (Ephesians 4:11-13)
- Strong ministry gifts, passion, and heart for Worship Leadership
- Excellent vocal and guitar or keyboard gifts
- Knowledge of basic music theory
- Strong understanding of current trends in worship as well as a deep respect for the ancient structures of worship
- Leadership gifts of casting vision and team building
- Knowledge of the technical aspects of worship (sound, video display, video capture, streaming, etc.)
- Minimum 3 years worship leadership experience

Responsibilities

- Provide vision for the worship life of LCC, in coordination with the Senior Pastor and Worship Leadership Team
- Plan weekly worship and other special worship gatherings (music, video, drama, worship center aesthetics) in coordination with assigned themes
- Lead (and train others to lead) weekend worship
- Lead (and train others to lead) worship for Kids, Youth, and other ministries
- Coach band members both musically and spiritually

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- Recruit, coach, schedule, and rehearse with worship bands
- Prepare (or arrange for preparation of) video display presentation for each worship gathering
- Arrange for worship-related funeral and wedding needs
- Mobilize our worship teams into outreach opportunities

Line of Accountability

- The supervisor for this position is the Senior Pastor
- This position coaches the Worship Leadership Team
- This position oversees the Tech Director

Educational Preferences

Theological training is icing on the cake, but not necessary. A solid biblical foundation in alignment with our core values and beliefs, and maturity in faith is critical, however.

Age Vs Experience

We are flexible. However, some level of experience is necessary; this is not an entry-level position. This person needs experience and confidence leading from up front, experience building teams, and experience leading with emotional/relational intelligence.

Denominational Affiliation

We are flexible, as long as they align with our theology and DNA.

How important is geographical location to you?

They can come from wherever as long as they desire to be in Iowa and invest here.

What skills are you looking for specifically?

- Vision
- Team building
- Equipper/encourager/trainer
- Excellent vocal and musical gifts of guitar or keys
- Excellent communication both up-front and personal communication
- Able to build and sustain quality relationships
- Able to lead worship for kids and youth

What technical abilities (if any) are required?

ProPresenter, Planning Center. We have a Worship Tech Coordinator that handles sound (Click Tracks, Aviom, sound

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mixing) and an Online Church Coordinator that handles Video Capture, but he/she will need a general understanding of those areas.

Equipper or Doer?

Both/and. We need someone who can lead regularly with excellence and a heart of worship, but also someone who is actively recruiting, equipping, encouraging, and making space for others to use their gifts.

Attractional Vs. Missional

Both. We seek excellence and desire our worship gatherings and other ministries to be attractive to both those following Jesus and those who aren't. However, the thrust of our mission is to be sent—to be the church in our everyday lives. To meet people where they are.

Budget Area Supervision

\$10,000

Personal Characteristics Desired

Honesty and integrity. Flexible. Team player. Humble. Motivated.

What would immediately disqualify someone?

- Believed in universalism or questioned the authority of the Bible
- Had a drinking/drug problem
- Didn't acknowledge infant baptism
- Was in a same-sex relationship, or living with a partner he/she is not married to, or having sexual relations outside of marriage
- Does not embrace women in church leadership

Urgency

8. We have been looking for a year, so we are more than ready. ASAP! But we want the right person. We're not going to settle.

Other "Must Have" Skills

Excellent musically; a recruiter, equipper, and encourager; a joy and passion for worship that overflows into those around him/her.

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Other "Nice to Have" Skills

- Someone who likes to network and is open to investing in our larger association of churches.
- Someone who has an understanding of and an appreciation for digital ministry.

Finally...

Church of the Cross is seeking a high-capacity leader who is alive and mature in their faith. The next Worship Director will be humble in spirit and hungry to see the mission of God move forward. He/she will enjoy people and have the ability to build and maintain quality relationships. Excellent musical and vocal gifts are a must, as well as a genuine heart of worship. This servant-coach will train and equip others for ministry, work together with various teams, be organized and have solid communication skills.

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Public Job Posting

Worship Director

Lutheran Church of the Cross

Altoona, Iowa

Lutheran Church of the Cross of Altoona, Iowa, is a practical faith community looking for a Worship Director to join its team. This high-capacity leader will be alive and mature in their faith, yet humble in spirit and hungry to see the mission of God move forward. He/she will enjoy people and have the ability to build and maintain quality relationships. Excellent musical and vocal gifts are a must, as well as a genuine heart of worship. This servant-coach will train and equip others for ministry, work together with various teams, be organized and have solid communication skills.

What you'll be doing:

- Providing vision for the worship life of LCC, in coordination with the Senior Pastor and Worship Leadership Team
- Planning weekly contemporary worship and other special worship gatherings (music, video, drama, worship center aesthetics) in coordination with assigned themes
- Leading (and training others to lead) weekend worship
- Leading (and training others to lead) worship for Kids, Youth, and other ministries
- Coaching band members both musically and spiritually
- Mobilizing our worship teams into outreach opportunities

What you need to have:

- Vision
- Team building
- Equipper/encourager/trainer
- Excellent vocal and musical gifts of guitar or keys
- Excellent communication both up-front and personal communication
- Able to lead worship for kids and youth

Located in close proximity to Des Moines, Altoona is a suburb of the capital city with a close-knit community feel. Altoona is home to many restaurants and entertainment venues, including a state-of-the-art theater, aquatic center, amusement park, horse racing, and many outdoor recreation opportunities. Within a short drive of the city, you will find water recreation (lakes and rivers) and parks for hiking, camping, and playgrounds. It's just a short 10-minute drive to downtown Des Moines with many cultural, shopping, and dining options.

