

# CITYCHURCH

## JOB DESCRIPTION



Title:	Pastor of Worship Arts & Formation
Reports To:	Senior Pastor
Collaborates With:	City Church Staff and Volunteers
Hours:	Full-time (40 hours/week, Salaried)
Objective:	To provide overall leadership, design, and implementation of all worship services and to disciple and equip the community

### QUALIFICATIONS

- Demonstrates a vibrant relationship with Jesus and conforming to Jesus' way of life.
- Endorses and supports the City Church Statement of Faith and Church Member Covenant, evidences a commitment to the City Church Purpose Statement, and remains a member in good standing.
- Bachelor's degree minimum; Master's degree in seminary education and/or music preferred.
- Ability and experience in leading worship with diverse musical styles from contemporary to liturgical.
- Nurture spiritual growth in others through teaching, mentoring, care or prayer ministries.
- Ability to learn new technology quickly and efficiently.
- Knowledge of Microsoft Office, Macintosh programs and general computing skills.
- Strong inter-personal skills with the ability to recruit, train, and equip musicians and volunteers.
- Self-starter with strong work ethic, organizational, communication, and time-management skills.
- Demonstrates poise, tact, judgment, and ability to handle stressful situations calmly and appropriately.
- Responsible and dependable with details, information, and tasks.
- Ability to stand for extended times and ability to lift, carry, and/or move 30 lbs as needed.

### RESPONSIBILITIES - Worship

- Lead/participate on Worship Team to create experiences that foster connection with God and formation by Him into Christlikeness.
- Plan/provide direction for selection of music, Scripture, prayers, and other media to create thematically integrated worship experiences in collaboration with Worship and/or Preaching Team.
- Oversee the recruitment/auditioning, scheduling, and training of all Worship and Tech Team members.
- Lead rehearsals with both musical and pastoral emphasis.
- Oversee Sunday Ministry Teams including: welcome, refreshments, technology and sound, communion, and prayer, in collaboration with Community Life Administrator.
- Assure completion of all administrative tasks including: band music, Proclaim slides (lyrics, announcements, sermon graphics), and sound/tech support.
- Administrate web elements, including posting sermons post-service and managing livestream.
- Planning and coordination of special events (ie. annual meeting, special services, etc.)
- Meet regularly with worship and tech team members for discipleship and connection.

### RESPONSIBILITIES – Formation

- Serve as vital partner to Senior Pastor in supporting the teaching, formation, pastoral care, or community life aspects of the church, depending on gifts, training, abilities, and interests.
- Preach several times/year, serve on Preaching Team, and potentially assist in developing sermon series.
- Meet regularly with congregants for connection, mentoring, prayer, and care support.

These responsibilities are a general overview of the job duties and may be changed or added to as needed.

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## PHILOSOPHY OF WORSHIP

This philosophy of worship reflects City Church's commitment to biblically faithful, theologically rich, and spiritually formative worship that glorifies God and equips believers to live lives of worship in every context.

### Foundations of Worship

#### 1. **Worship as Our Created Purpose**

Humanity is created in the image of God (Genesis 1:27) and designed to find ultimate fulfillment in worshiping Him. Worship is not confined to music or specific acts but encompasses every aspect of life lived in communion with God.

#### 2. **Worship as God-Defined**

God Himself has established the means and object of worship. From the Tabernacle and Temple (Exodus 25–31) to worship through Christ (Hebrews 9–10), true worship is always a response to God's initiative, shaped by His revelation rather than human preference.

#### 3. **Worship as a Response to Grace**

Worship flows out of gratitude for God's redemptive work. Through Christ, believers are invited to worship in spirit and truth, offering their lives as living sacrifices (John 4:23-24; Romans 12:1). Worship glorifies God and transforms the worshiper, drawing them into deeper communion with Him.

### Core Values in Worship

#### 1. **Celebrating God**

Worship is centered on celebrating God's attributes, actions, and redemptive work. Every element of worship—songs, prayers, scripture, and even the use of physical space—should point to God's glory and draw hearts to Him (Psalm 96; Revelation 5:9-14).

#### 2. **Forming Christlike Disciples**

Worship shapes believers, conforming them to the image of Christ. This formation happens through scripture, biblically faithful preaching, and gospel-centered prayers that encourage obedience and trust in God (2 Timothy 3:16-17).

#### 3. **Extending Worship Beyond the Church**

Worship is not limited to Sunday gatherings but is expressed in every aspect of life. Believers are called to live as living sacrifices, demonstrating devotion to God in their homes, workplaces, and communities (Romans 12:1). Corporate worship equips the church for this whole-life expression of faith.

## **Practical Implementation**

### **1. Gospel-Centered Worship**

Worship at City Church reflects the narrative of the gospel—creation, fall, redemption, and restoration. Songs, prayers, and scripture readings are chosen intentionally to tell this story and to remind the congregation of God’s grace and faithfulness.

### **2. Thematic Unity**

Worship is designed to align with the preached Word. Themes from the sermon text guide the selection of songs, prayers, and other elements, creating a cohesive and spiritually rich worship experience.

### **3. Embracing Diversity**

Recognizing the multi-generational nature of the congregation, City Church incorporates a variety of musical styles and traditions. This approach values both the historic practices of the faith and fresh, creative expressions that resonate with newer generations.

### **4. Balancing Celebration and Lament**

Worship reflects the full range of human experience, including both joy and sorrow. Space is given for lament, acknowledging life’s struggles while pointing to the hope found in Christ (Psalm 13; Philippians 4:4-7).

### **5. Equipping for Everyday Worship**

The conclusion of each service is a launching point for believers to carry worship into their daily lives. Through a gospel-centered benediction, the congregation is reminded that worship continues as they live out their faith in the world.

## **Worship in Music**

### **1. Theological Depth**

The content of worship songs must prioritize theological richness over stylistic preferences. Songs are selected for their ability to reveal truths about God and humanity’s relationship with Him (Colossians 3:16-17).

### **2. Stylistic Variety**

Worship incorporates a diversity of musical forms, from hymns to contemporary songs, reflecting the unity and diversity of the body of Christ. Music should engage the heart, mind, and emotions, aligning with the lyrical themes of worship.

### **3. Honesty Before God**

Worship includes space for authenticity, allowing congregants to express both their praise and their pain. Honest worship—whether in celebration or lament—honors God and invites His comfort and renewal (Psalm 13; Isaiah 61:3).

## **Conclusion**

City Church's philosophy of worship emphasizes the centrality of God, the importance of Scripture, and the call to live lives of worship beyond Sunday mornings. Through biblically faithful practices, City Church seeks to glorify God, foster spiritual growth, and create a unified, Christ-centered community that reflects the beauty of the gospel in worship and in life.

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## COVENANT

We covenant together, by God's grace, to live lives consistent with the standards of the Bible; to support this faith community through attendance, prayer, service, and giving; and to encourage others to know and be like Jesus. Our vision is to contribute to the well-being of all, particularly those living in the city of Minneapolis. We will strive to meet the spiritual, physical, and emotional needs of its people. This includes faithfully communicating the good news of Jesus in fresh and relevant ways and showing that faith can and should transform the lives of individuals and the life of the community.

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## STATEMENT OF FAITH

THE ONE TRUE GOD, almighty creator of all things, eternally existing in three persons – Father, Son, and Holy Spirit, full of love and glory.

*Genesis 1:1, 26; Matthew 28:19; John 1:1, 3; 4:24; 12:26; 16:12-15; Acts 5:3, 4; Romans 1:20; Ephesians 4: 5-6; 2 Corinthians 12: 14; 1 John 4:7-21*

THE UNIQUE DIVINE REVELATION and entire trustworthiness of the Bible, our final authority in faith and life.

*2 Timothy 3:16-17; 2 Peter 1:20, 21*

THE VALUE AND DIGNITY OF ALL PEOPLE, created in God's image to live in love and holiness, but alienated from God and each other because of sin and rebellion.

*Genesis 1:27; 2:16-17; 3:1-24; 5:1-2; John 3:18-19; Romans 3:23; 6:23; Ephesians 2:1-3; 1 John 1:18*

JESUS CHRIST, conceived by the Holy Spirit, born of the virgin Mary, fully human and fully divine, who lived and taught in the perfect obedience, serving as our representative by dying in our place; who conquered evil by rising bodily from the dead; and who revealed his power by ascending as Lord of all things.

*Isaiah 53; Matthew 1:18-25; 4:1- 11; 28:6; Luke 1:26-38; Romans 3:25; 5:12-18; 8:34; 1 Corinthians 15:3-4, 14; 2 Corinthians 5:21*

JUSTIFICATION BY GOD'S GRACE to all who, convicted of sin by the Holy Spirit, repent and put their faith in Jesus Christ alone for salvation.

*John 3:16; 16:8-9; Romans 3:23-24; 5:1-2; 10:9; Ephesians 1:7; 2:4-5, 8-9; 1 John 2:2*

THE INDWELLING PRESENCE OF THE HOLY SPIRIT at work in the life of the believer, enabling life transformation, and equipping the believer for loving service.

*1 Corinthians 2:12; 2 Corinthians 3:18; Galatians 5:22-23; Ephesians 1:13-14*

THE UNITY OF ALL BELIEVERS in Jesus Christ made evident through local congregations in worship, community, nurture, service, and witness as the body of Christ on Earth, a spiritual community that conveys God's love, justice, and peace to the world.

*Matthew 5:9; 28:18-20; Mark 12:18-20; 16:15; Luke 11:20; John 13:34-35; 17:20-26; 1 Corinthians 12; 14:26; Ephesians 1:22-23; 2:10; 4:11-13; 5:23; Colossians 1:18; Hebrews 10:25*

THE ORDINANCES OF BAPTISM AND COMMUNION: Baptism – declaring loyalty to Jesus as Lord through water baptism by immersion in the name of the Father, Son, and Holy Spirit. And Communion – corporate remembrance of the saving work of Jesus.

*Matthew 28:18-20; Acts 2:28-47; Acts 8:36-40; 10:47; 18:8; Romans 6:3-4; 1 Corinthians 11: 23-29; 12:13; 1 Peter 3:21*

THE FUTURE RETURN AND VICTORIOUS REIGN OF JESUS CHRIST, who will judge all people with justice and mercy, giving over the unrepentant to eternal condemnation but receiving the redeemed into eternal life.

*Matthew 24:30; 25:31-46; John 5:28-29; Acts 1:9-11; 2 Corinthians 5:10; 1 Thessalonians 4:16-17; Titus 2:13; Revelation 20:4-6; 11-15*

TO GOD BE THE GLORY FOREVER.