



## CONTEMPORARY WORSHIP STAFF

Flexible Job Description

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### JOB POSTING

First Covenant Church in Red Wing, MN is looking for worship staff who may commit to their choice of **5 to 20 hours each week** at **\$25 to \$37 per hour**, fulfilling **any or all of the following** areas of responsibility based on their time preferences, skills, and talents. This could be one person fulfilling all responsibilities at 20 hours each week or multiple individuals at 5-10 hours each week. Our priority search is for a Worship Leader with the other roles following. These commitments will be negotiated with the Lead Pastor and the Worship Staff Search Team.

This/These individuals will help ensure that our worship experiences are spirit-filled and passionately inspiring, musically and technically proficient, and well planned. He/She/They will fully support the mission and vision of First Covenant Church and maintain a personal life and ministry that is in harmony with Scripture and all pertinent statements guiding First Covenant Church, its ministers, and its employees.

Paid vacation time is provided for staff working 10 hours/week or more.

For more information, see the following flexible job description. To express interest, contact Pastor Jim Murphy at [jim@redwingfirstcov.org](mailto:jim@redwingfirstcov.org).

## POSITION SUMMARY

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## RESPONSIBILITIES

### WORSHIP LEADING

Provide or ensure dynamic, spirit-led leadership to the contemporary worship experience each week by

- Confidently inspiring, directing, and teaching people in worship and prayer.
- Vocally and instrumentally leading worship with vocal accuracy and spirit-filled passion.
- Collaborating with the lead pastor to periodically provide creative spiritual experiences and responses during the service.
- Recruit guest worship leaders to lead when absent.
- Recruit, audition, onboard, rehearse, and care for vocalists and musicians.

### WORSHIP PLANNING

Collaborate with the lead pastor and other staff and volunteers to plan contemporary worship services for Sundays and holidays that lead and engage the congregation in glorifying God and expressing their devotion to him, and that align with the mission, theology, and values of FCC by

- Selecting songs and arrangements, using scripture, and planning prayers and verbal leadership.
- Scheduling musicians and vocalists.
- Setting up digital multitracks.
- Distributing music to musicians and vocalists for personal practice and rehearsals.
- Ensuring the development and accuracy of screen slides for Sunday services.
- Investing in, developing, and rehearsing musicians and vocalists weekly.
- Collaborating with the lead pastor and others for planning creative stage designs and holiday experiences.

### SERVICE PRODUCTION

Provide leadership and support for worship service production (audio, video, lighting) by

- Recruiting and onboarding a volunteer production team.
- Developing and maintaining the technology needed to support both the contemporary and traditional worship services.
- Managing the quality of the audio mix (including digital multitracks) for both services onsite and online.
- Developing production/tech scripts for worship services.
- Managing an equipment inventory and budget that is thorough and forward-thinking.

## QUALIFICATIONS

### EXPERIENCE

- Worship Leading: Personal vocal and instrumental proficiency
- Worship Planning: Experience planning and leading worship, as well as recruiting, training, and leading other musicians and production volunteers.
- Service Production: Experience with and knowledge of production AVL.
- All: Experience with or a willingness to learn and maintain the use of in-ear monitors and digital multitracks.

### QUALITIES (ALL)

- Spiritual and theologically aligned with First Covenant Church and its denomination—Evangelical Covenant Church.
- Authentic dedication to growing in spiritual maturity in Christ with a track record of Christ-like behavior.
- Personal pursuit of healthy biblical relationships.
- Personal drive to be a self-starter with initiative, and a strong dependable work ethic.
- Positive attitude that motivates and encourages others with enthusiasm and joy.
- Healthy emotional and relational intelligence as a collaborative team player including self-awareness and understanding of personality types.

### KNOWLEDGE, SKILLS, ABILITIES

- Worship Leader: Effective public communicator with good stage presence.
- Service Production: Working knowledge of audio, video, and lighting systems.
- ALL: Good computer skills, experience with or ability to learn the software in use by the church, currently including Breeze ChMS, Microsoft Word, Excel, Outlook, Google Docs, Sheets, Forms, Planning Center, ProPresenter, and Basecamp.
- ALL: Good organizational and problem-solving skills.
- ALL: Good relationship-building and customer service skills.
- ALL: Ability to make independent decisions and work with minimal supervision.
- Service Production: Ability to lift and move equipment that may weigh 40-50 lbs.