

ClearView Church is seeking a Director of Worship and Digital Ministry

The Challenge:

Do you want to deliver ministry wherever, whenever and to whomever is seeking it, in a manner in which they are best able to engage in it?

The mission of ClearView Church is to encourage and lead **all** people in taking their next steps in following Jesus Christ - and meaningful and authentic worship is a vital part of that mission. We see the post-pandemic 'new normal' is an unprecedented opportunity to reimagine and reinvent the way forward in worship and evangelism.

The Context:

Led by the Holy Spirit, the aim of ClearView Christian Reformed Church has always been to reach out to the community and welcoming people to the way of Jesus. Our congregation has grown to nearly 400 since our founding in 1952. We continue to grow as a multicultural and multigenerational Church that strives to seek God and serve others regardless of their social status, religion or cultural background. We engage with people who are new to a relationship with Christ as well as those who have followed Christ their whole life. To this end, the Mission of ClearView is based on the 3 pillars of Worship, Discipleship and Blessing. ClearView's focus this year is "Reoriented to Jesus through faith, hope and love".

Our strategic objectives are:

- 1) Re-gathering ClearView Church into engaged community and ministry;
- 2) Restoring well-being in people who have languished during the pandemic; and,
- 3) Establishing digital/online ministry as a core of our 'new normal'.

Our Sunday communal worship gathering is a central touch point for the congregation to be inspired and encouraged, re-calibrating their lives around Jesus through song, story, the arts, community and Biblical teaching. However, we recognize online communities and digital spaces as new places for ministry and so seek someone to equip our digital skillset, enabling us to remove conventional barriers and extend ministry beyond Sunday morning to all aspects of life.

The Opportunity:

The Director of Worship and Digital Ministry is a strategic leader who is passionate about creative and diverse musical worship, story-telling, the arts, developing talent, engaging wide participation, and equipping others in a team ministry. They will seek to oversee all parts of Sunday communal worship as well as develop and expand ClearView's on-line and digital ministry. The candidate will provide proactive leadership by articulating organizational worship needs and opportunities to the Lead Pastor and Church Council, assuming oversight responsibility for all worship and digital ministry related activities in its many different forms. The candidate collaborates with the Lead Pastor to ensure that our worship is God-glorifying, inspirational, reflects the mission and values of ClearView and draws people into a deeper relationship with Jesus. The Director will be an effective delegator... who doesn't mind rolling up their sleeves to deliver great work.

The Objectives:

The Director of Worship and Digital Ministry partners in the visionary planning, thoughtful and creative delivery of the Church calendar, worship services, series and initiatives that will draw congregants into a deeper experience of God's presence. They will:

- deliver communications that engage across channels, including, social, film, digital, promotion and media;
- lead and oversee the development and maintenance of a creative, vibrant, diverse, accessible, and engaged worship culture at ClearView Church;
- partner with staff leads to ensure cohesive team integration, collaboration in the digital space and to create digital resources and experiences that integrate with the in-person resources and experiences, ensuring alignment with ClearView's Strategic Planning;
- recruit and shepherd those involved in worship ministries, by training, mentoring and developing a diverse team of worship leaders and participants;
- establish and equip a digital ministry team to ensure alignment and oversight of branding;
- review the implementation and impact of ministry projects for continuous improvement; and,
- be committed to a worship vision that engages seekers and Christ-followers to connect with God in worship that is unifying, creative, visionary, flexible, and inclusive.

The Day-to-Day:

- ensures timely and appropriate internal communication with the Lead Pastor, Church Council, staff colleagues, worship team and the congregation, to ensure alignment and consistency;
- develops worship services that are inviting and accessible to all participants
- oversees the development and implementation of the digital ministry strategy
- maintain oversight of ClearView Church website and other social media channels, working in conjunction with our Communications Administrator
- develops creative digital content aligned with worship and ministry themes
- engages with people online, cultivating digital ministry communities
- ensures that worship and digital programming reflects the diversity of contemporary Canada;
- prepares and maintains a quarterly worship schedule
- prepares schedules and related materials for all those involved in worship: musicians, worship teams, those leading prayer, readers, etc.
- energetically and creatively develops and builds teams for the worship and digital ministry, coordinating and evaluating their contribution;
- provides equipping leadership and support to all worship participants to develop their gifts and personal initiatives through encouragement, training, rehearsals, resources, and other assistance;
- In consultation with Lead Pastor, chooses songs for worship services and gives final approval to all components of worship services;
- facilitates the arrangement of music for all instruments and vocalists
- directs and oversees weekly rehearsals for Worship Teams

- Is typically present at regular services and available for special services (funerals, congregation-wide gatherings, etc.);
- manages Worship budget including technology, contractor management and licensing payments.

The Skills You Bring:

- a mature Christian who evidences a close relationship with and commitment to Jesus Christ through prayer and reliance on his word in all aspects of life;
- a commitment to a worship vision that engages seekers and Christ-followers to connect with God in worship that is unifying, creative, visionary and flexible whether live or virtual;
- a pastoral heart, a creative eye, and a skill for telling stories through media;
- a high performing individual and leader who is able to contribute to a diverse and dynamic team and brings a positive and uplifting energy to work every day;
- an appreciation of diversity of perspective, opinion and experience;
- demonstrated competence and skill in leading and accompanying congregational singing;
- a knowledge and appreciation of church music in general, and an understanding of various and evolving worship styles and a willingness to utilize them, a music degree is beneficial;
- an understanding of visual trends, modern design, technology and media, to amplify the story of the gospel and how God is at work at ClearView;
- tech savvy, versed in Mac and PC platforms, Wordpress and design software, video/photo editing, and a zest for continuous learning;
- skilled at planning and coordinating elements of worship services, including communion, offering, etc. Familiarity with Church Planning Centre preferred;
- demonstrated interpersonal and communication skills, with a proficiency in English;
- enthusiastic work ethic and proactive approach, with the ability to embrace variety and spontaneity; and above all,
- you possess the servant heart of Jesus Christ.

This is a full time salaried position with flexible hours to meet weekend and evening requirements as needed. There will be a 6 month proficiency period. The pay period is monthly and will include all contributions and deductions associated with being an employee.

Please see and respond to the full posting at www.Clearviewchurch.com. Applications will be accepted through September 23, 2021.

This description is not a comprehensive listing of activities, duties or responsibilities that may be required of the employee and other duties, responsibilities and activities may be assigned or may be changed at any time with or without notice.

We have no specific requirements for formal education or industry experience. We evaluate each applicant based on merit and potential rather than formalities, and welcome candidates with a willingness and ability to develop in this role. This position is open to applicants legally authorized to work in Canada.

ClearView Christian Reformed Church is committed to fostering an inclusive, accessible and equitable environment where everyone feels respected, valued and supported. As an organization we are committed to the Accessibility of Ontarians with Disabilities Act (AODA, 2005). We will provide and arrange accommodation for candidates upon request.

The Application Process

Candidates are required to provide a cover letter and resume outlining their interest in, and suitability for, this position no later than September 23, 2021.

A portfolio is encouraged, and would ideally include:

- 1) online links for viewing live stream and pre-recorded worship, clearly indicating your level of responsibility and involvement;
- 2) examples of your proficiency in music;
- 3) a variety of programming examples in multi-media formats; and,
- 4) demonstrated use of socials.

Final candidates may be required to demonstrate competency in planning, participating in, and/or delivering a live/digital worship service.

An offer of employment will be conditional on providing satisfactory personal and professional references as well as an approved Vulnerable Sector Check. Once hired, the successful candidate will be required to practice and remain in compliance with the Safe Church Policy.

Requirements:

The successful incumbent must be flexible in regard to working locations and hours of work while overseeing live and pre-recorded worship proceedings.

They must be physically capable of performing the essential duties and responsibilities of the position including periodic lifting and carrying of 5-23 kgs.

The Church will continue to follow all Provincial and Municipal Guidelines with respect to COVID-19 and the Ontario Occupational Health & Safety Act & Regulations to ensure the health and safety of our staff, volunteers, congregation and visitors to the Church.

Given the broad exposure to staff, worship teams of all ages, external performers and service providers, in addition to worship participants, the incumbent will be required to provide proof of a federally approved vaccination for COVID-19, subject to the Ontario Human Rights Code.