



Worship & Creative Arts Director – Job Description **Redemption Hill Church (Medford, MA)**

Our Story – Redemption Hill Church launched in 2011. We are a growing, multi-ethnic church located in Medford, MA (four miles north of downtown Boston). Our passion is to help people follow Jesus in all of life and see God’s kingdom come “in Boston as in heaven.” We pursue this as a worshiping community that connects on Sundays and in Groups. Guided by the Word and empowered by the Spirit, we equip people to serve God’s mission from New England to the Nations.

Pipeline Level: Director

Reports To: The Worship & Creative Arts Director reports to the Lead Pastor.

Vision for Role

As a part of the RHC Staff Team, the Worship & Creative Arts Director will provide visionary leadership for our Music & Tech Teams. Their focus will be accelerating a culture of worship by inspiring people to enjoy God’s presence through song and other creative elements on Sundays and throughout the week. Some songs we’ve led recently: “My Testimony”/“Same God” (Elevation); “Refiner” (Maverick City); “Fresh Wind” (Hillsong); “No Longer Slaves” (Helser), “In Christ Alone” (Getty). This work will happen in an environment marked by prayer, big vision, uncommon faith, hard work, collaboration, flexibility, fun, and the Spirit’s power!

The following “Team WINS” capture the heart of these key ministries:

- The Music Team sings in the power of the Holy Spirit to help all people worship with confidence.
- The Tech Team creates an engaging, distraction free environment for people to encounter God.

Prerequisites

- A growing, Spirit-filled follower of Jesus
- A committed member of RHC (after hire)

Expectations

- **Character**
 - Humble: displays a growth and team-first mindset, teachable, and led by the Spirit
 - Hungry: for more and more of God, loves to serve, willing to sacrifice as God leads
 - Heart for Revival: a desperate desire to see God move in power through worship
- **Leadership**
 - Passion for the development, pastoral care and discipleship of ministry volunteers
 - Able to form, communicate, and execute a vision for ministry growth
 - Wise decision-making that drives ministry priorities
 - Budget management and purchasing experience
- **Technical**
 - Knowledge of Scripture and worship theology
 - Basic knowledge of music theory, practice and the technical arts
 - Multi-faceted worship experience and technical leadership to execute live events



Worship & Creative Arts Director – Job Description Redemption Hill Church (Medford, MA)

Responsibilities

- **Prepare for & Lead the Weekly Worship Gatherings**
 - Communicate a biblical vision of worship through teaching and example
 - Select songs and lead musical preparation through weekly rehearsal
 - Prepare elements to accentuate songs (e.g., prayers, transitions, Scripture, etc.)
 - Oversee scheduling and communication with the Music & AV Teams
 - Oversee the technical production and execution of Sunday worship (incl. online)
 - Evaluate and improve Sunday worship gatherings and ministry systems
 - Contribute to other creative and planning aspects of Sunday services
- **Build and Lead Music & AV Teams**
 - Provide visionary leadership that cultivates a heart for God, revival in the church, and spiritual awakening in our city
 - Collaborate with Lead Pastor for weekly and annual strategic plans
 - Recruit, audition, and develop a diverse Participants for both Teams
 - Coach and celebrate Team Participants through intentional training plans
 - Oversee the Leadership Pipeline for the Teams (Coaches, Leaders, Participants)
 - Oversee the music and technical aspects of our Corporate Worship budget
 - Provide technical oversight with AV Team Leaders for production elements including lighting, camera, sound, graphics, live stream, etc.
- **Serve Redemption Hill Church**
 - Support the vision and leadership of Redemption Hill
 - Contribute to church-wide events and other worship projects (e.g., Staff Gatherings, Prayer Nights, Worship Nights, etc.)
 - Contribute to scheduled Staff Meetings and fulfill Staff Covenant
 - Make disciples and meet other needs as agreed upon with the Pastors

Commitment

Consistent with the strategic nature of this position, we expect the Worship & Creative Arts Director to serve at least 2.5 years, with a preference for 3 or more to maximize ministry impact.

Time Investment

The Worship & Creative Arts Director will typically serve 25 hrs/week on average (with seasonal adjustments based on church calendar). Healthy work/rest rhythms expected. *Hours negotiable

Compensation

Honorable and competitive wages to be discussed (paid biweekly). Vacation begins at two weeks (prorated; adjusted based on experience). Professional expenses as determined by annual Financial Ministry Plan (aka budget) process. No other benefits implied.

Notes

To apply, please submit your resume and video samples of your worship leadership to Pastor Tanner Turley (Lead Pastor, tanner@redemptionhillchurch.com).