

Director of Worship & Arts

3Crosses Church

Uplink: Senior Pastor

Classification: Ongoing, exempt, full time, 40 hours per week

Works Closely With: 3Crosses Lead Team

Oversees: Sunday Programming Team, Theatrical Outreach Team

Role Description:

1) Lead the “Gathering” arm of 3Crosses’ Ministry

3Crosses’ Ministry Strategy is broken into three major components: (1) Gather, (2) Grow, (3) Go. The Director of Worship & Arts would oversee the “Gather” arm of our strategy.

- Serve as Direct Report to the Senior Pastor.
- Serve on 3Crosses’ Lead Team alongside Directors of (a) Community Life (Grow); (b) Outreach & Engagement (Go); (c) Family Ministries; and (d) Ministry Operations.
- Help develop all-church strategy and initiatives.
- Oversee Worship & Arts Department and its staff.

2) Sunday Programming

3Crosses currently hosts three Sunday Services that reach ~2,000 adults in-person weekly (pre-COVID) and livestream to our online campus. The Director of Worship & Arts will oversee the development and execution of these services.

- Develop a team responsible for our Sunday Worship Programming (e.g. Creative Director, Technical Director, Worship Director, Music Director, Lights/Video/Audio Support, Volunteer Coordination)
- Work with the Senior Pastor to develop direction for various series and services and implement it through the Sunday Team.

3) Theatrical Outreach

3Crosses currently hosts three major theatrical outreaches annually that reach ~20,000 people (pre-COVID). The Director of Worship & Arts will oversee our current theatrical outreach team and develop vision for the future of large-scale outreach at 3Crosses.

- Oversee Theatrical Outreach Team (Theatrical Outreach Director, Music Director, Technical Director, etc.)
- Work with Senior Pastor to develop vision for the next season of large-scale outreach at 3Crosses.

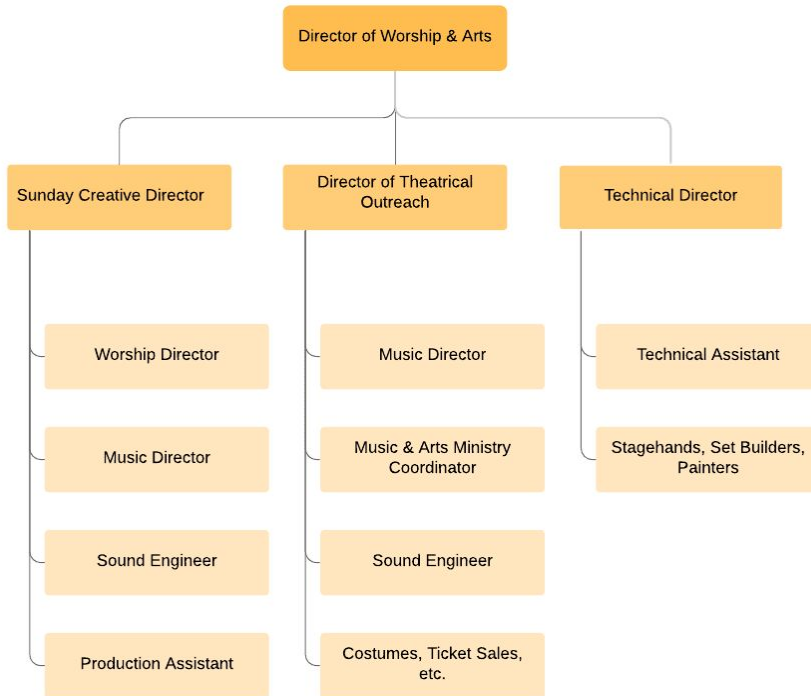
4) Special Events

3Crosses has a great location and facility for large-scale gatherings that can reach the community and serve the Bay Area Church. The Director of Worship & Arts would develop vision for additional large-scale gatherings beyond our Sunday programming and regular theatrical outreaches.

Indicators of Success:

- Well-attended, high-quality, engaging programming.
- Great relationship with Senior Pastor, Lead Team and 3Crosses Staff.
- Development of a compelling vision for the next season of Worship & Arts at 3Crosses.
- Lives are transformed as men, women and kids encounter the Gospel through our large-scale programming.

Current Organizational Chart



Candidate Profile

Skills:

- Leadership: Personal, Interpersonal, Organizational.
- Management to develop and oversee teams.
- Strategy planning and implementation.
- Can identify, train and deploy high-level staff and volunteers to carry out the work.
- Skills required to lead large-scale production directors (music, direction, choreography, etc.)

Heart:

- Love for Jesus.
- Passion for the church, outreach, the arts and the integration of all three.
- Strong and compelling vision for fulfilling this role description.

Abilities:

- Lead him/herself and others well.
- Create and cast vision and strategy for developing a ministry that can impact tens of thousands of people annually.

Personality:

- Godly character.
- Driven to build a healthy, growing ministry.
- Desire to reach as many people as possible.
- Can humble him/herself to develop others and share in the ministry work.
- Team-player.

Experiences:

- Calling into ministry.
- Healthy and fruitful work in both the church and the arts.
- Track record that indicates candidate can accomplish his/her vision.