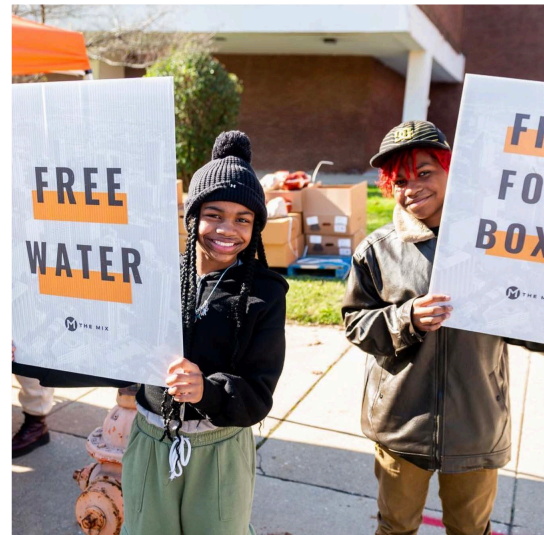


LOVE
WHAT
YOU DO.



THE MIX CHURCH
WORSHIP & CREATIVE PASTOR
JOB PROFILE



**CONNECTED.
RESULTS-DRIVEN.
BEST IN CLASS.**



THE MIX CHURCH STORY

Pastor Marcus England dreamed of planting a church with a simple goal—helping people connect with God so that they could live a full life. With the help of the launch Team, Pastor Marcus renovated the building that was purchased and pastored by his grandparents in the 1960's, re-branded the ministry and launched THE MIX on September 27, 2015.

From the beginning, THE MIX has focused on reaching those who do not know God personally and building healthy relationships with other Christ-followers. The life-giving message of the Gospel, the passion and joy of Sunday services, and the simple style of THE MIX has drawn many in Baltimore and surrounding areas to call THE MIX "home".

Pastor Marcus believes that our city is in need of more churches that exist beyond Weekend Services. He envisions a church full of diverse people, cultures, generations and life experiences; a church for all kinds of people—far from perfect, but who have a heart for others. Pastor Marcus envisioned a mix of people coming together to change lives and the world! THE MIX exists to move people from their past to passion and purpose --a full life in Jesus Christ.

THE MIX VISION & MISSION

THE MIX CHURCH EXISTS TO HELP PEOPLE MOVE FROM THEIR PAST TO PASSION AND PURPOSE - A FULL LIFE IN JESUS CHRIST.

CORE VALUES

- + **DISCIPLESHIP:** Leading others into a growing relationship with Jesus Christ.
- + **DIVERSITY:** We value all people.
- + **FUN:** Church is to be enjoyed; not endured. Do not take yourself too seriously.
- + **INTIMACY WITH GOD:** God desires an intimate relationship with us.
- + **RELATIONAL EVANGELISM:** Forgiveness through Christ is conveyed through personal relationships.
- + **EXCELLENCE:** Excellence is not perfectionism. It is giving your best and always getting better.
- + **INTEGRITY:** Live with integrity and nothing else matters. If you do not live with integrity, nothing else matters.



CANDIDATE COMPETENCIES

- + College degree or equivalent experience in ministry related field
- + Must have at least three to five years experience leading worship in a multi-staff environment
- + Preferably able to play and lead worship from guitar or keyboard
- + Experience in leading and developing staff and ministry partners/volunteers
- + Must be able to relate well with church guests, members, staff, and volunteers
- + Must be a flexible and teachable team player.
- + Must be able to manage the ministry area by utilizing highly developed communication (written and verbal), project and time management, and collaboration skills
- + Must demonstrate the ability to perform high quality work with minimum supervision within assigned deadlines
- + Must demonstrate the ability to think strategically while staying focused on the accomplishment of current departmental priorities
- + Must be able to handle confidential matters and material with discretion
- + Must be able to handle scheduling and creating service plans in Planning Center Online
- + Must be willing to learn multiple programs and applications for maintaining tasks and church projects

JOB SUMMARY

The worship and creative arts pastor will primarily be responsible for creating irresistible worship environments that lead believers to worship and woo non-believers to Jesus. He/She will work under the direction and leadership of the lead pastor. The worship pastor will be required to have a firm grasp of the beliefs, values and strategy of THE MIX Church and the ability to align staff and key leadership teams with its mission, vision and values. The worship pastor is responsible for leading both staff and volunteers and coordinating all relevant details that pertain to the service.

PERSONAL PROFILE

Models biblical principal and discipline such as:

- Demonstrates a personal growing relationship with Christ
- Models a strong relationship with spouse and family (if applicable)
- Commits to a daily quiet time with God
- Participates in a MIX group on a regular basis
- Sets appropriate boundaries to protect character and integrity
- Develops personal evangelism opportunities within and outside the church
- Supports the ministries of THE MIX Church by faithfully tithing to the church
- Adheres to and encompasses the qualities and characteristics required of THE MIX Church employees, as defined by the Staff Handbook



ESSENTIAL DUTIES & RESPONSIBILITIES

PROGRAM PLANNING

Responsible for all details related to the planning and execution of dynamic programs including, but not limited to, weekend worship services, leadership events, and other ministry programs. This is accomplished by:

- Facilitating brainstorming sessions to generate fresh ideas and creative elements for services
- Working with the Lead Pastor and other communicators to ensure a consistent message is being told in the program details, i.e. music, video, giving, next steps, etc.
- Leading regular meetings to plan and coordinate music, video, technical and creative elements to be used in service programming
- Ensuring that all programming details are scripted out at least two weeks prior to the event date including musical, technical, video, and other program notes and assets
- Leading regular evaluations and critique sessions to maintain a bar of excellence in your area
- Recruiting, training, and developing additional team members to serve on every team of oversight

CREATIVE DEVELOPMENT

Responsible for helping drive the creative direction of THE MIX Church including, but not limited to, service programming, promotions, print and digital media. This is accomplished by:

- Staying in touch with culture trends to effectively connect the culture with the Gospel
- Understanding the creative DNA of THE MIX to effectively maximize programming, series development, and promotions
- Leading the creative brainstorms for series, programs and other ministry events

SERIES DEVELOPMENT

Responsible for working with the Lead Pastor and other members of the Teaching Team to plan and develop series that help people discover greater life in Christ by:

- Scheduling and leading series planning meetings to plan series AT LEAST 3 months in advance.
- Creating and managing systems and processes to work with all team members and other volunteer teams to develop a series from idea to implementation.

ESSENTIAL DUTIES & RESPONSIBILITIES CONT.

MUSICAL DIRECTION

Responsible for casting vision, monitoring, and influencing the musical direction of THE MIX Church to ensure it is biblically accurate, musically excellent, and culturally relevant by:

- Leading worship no less than 42 times per year and on strategic Sundays. Also being willing to lead in other environments as necessary and available
- Recruiting, training, and mentoring other gifted worship leaders who will not only lead on a weekend but who will be able to work with possible future church campuses
- Lead all rehearsals with an ability to teach parts and coordinate musical changes with singers and team
- Lead, recruit, train, and schedule multiple teams of musicians, vocalists, tech leaders, etc. to ensure adequate coverage for all services and programs
- Pastor, coach, and care for the volunteers and staff on worship and production teams by spending adequate time with these key volunteers to ensure they are discovering greater life in Christ.

LIVE PRODUCTION

Responsible for developing the necessary people to produce an excellent experience for weekend services and other ministry events. This includes audio, lighting, screens and video.

- Recruiting, training, mentoring and hiring operators and programmers who are able to meet the requirements of each area of production.
- Understand needs for production to operate (i.e. equipment, operation, technical aspects) at optimal capacity at each service and event

VIDEO PRODUCTION

Responsible for developing the teams, philosophy, systems and deadlines related to the production of worship services and other ministry initiatives by:

- Building a MIX Church video team to produce creative and effective promotional and in service videos including: concept, scripting, video shoots, editing, and post-production.
- Developing and executing creative strategies to use video to promote THE MIX church and communicate more effectively both to current attenders and on an outreach basis as well



BALTIMORE, MARYLAND

Living in Baltimore, Maryland, puts you close to some of the country's best history, culture, and dining. The city of Baltimore is in north-central Maryland on the Patapsco River. When you choose to live in Baltimore, you're just a short drive to the capital city, Annapolis, and the nation's capital, Washington, D.C. Baltimore is also just a short train ride from Atlantic City, New Jersey, or New York City, New York.

So, is Baltimore a good place to live? With the world-famous Inner Harbor, renowned museums and attractions, hip and historic neighborhoods, award-winning restaurants, and endless entertainment options, there's no reason not to move to Baltimore.

We love what we do!

Group ONE39 is a transformational recruiting firm and leadership organization. We transform churches and ministries by delivering best in class talent and we help leaders increase their capacity for growth and reach. We create this transformation through established propriety interviewing systems, assessments, and simple memorable tools to help leaders understand themselves and connect well with others.

Our vision is transformation & our mission is

Transforming people + organizations

Values



Fun

We will laugh hard & often.



Generosity

We will give & not take.



Integrity

We will be the same in public & private.



Team

We are better together.



Simple

Complexity is the enemy of growth.