

Associate for Worship

Nature and Scope

The Associate for Worship is a full-time position sharing – with the rector, other clergy, and staff – in the leadership of this church. She/he/they function under the leadership of the Rector and the direct supervision of the Director of Operations. They lead the Worship Team, participate in several staff teams to ensure coordination of all ministries, and are the clergy liaison to all Liturgical ministries. The Associate for Worship is a pastor, prophet, teacher, and evangelist who works collegially with staff and parishioners to develop and implement offerings and programs that serve the overall mission of the church. The Associate for Worship is expected to be a person of prayer with a commitment to their own spiritual well-being. They will function at an elevated level of personal and professional creativity, take initiative and responsibility in their area of ministry, and work closely with a staff that functions in a highly collaborative and mutually supportive manner.

Our Associate for Worship will:

- Lead strategic planning and visioning of the full liturgical year, including special liturgical events.
- Lead weekly Worship Team meetings to review the prior Sunday.
- Manage the worship and music staff.
- Oversee the record keeping of worship services, baptisms, and confirmations in the appropriate registries. Volunteer assistance for this work is encouraged.
- Integrate TouchPoint Church Management Software into all aspects of Worship ministry tracking, scheduling, and communication.
- Serve as Liturgy board clergy liaison, working with worship ministry leaders and Board Chairs to communicate liturgical changes.
- Participate in Staff Meetings, Senior Leadership Meetings, Pastoral Care Meetings, and other meetings as the Rector may deem appropriate.
- Regularly participate in and lead corporate worship, including weddings, funerals, and baptisms.
- Ensure SAFE Church compliance across all Worship ministries in collaboration with their respective ministry leaders.
- Develop the annual budget for the Liturgy ministries with input from ministry leaders.
- Create weekly bulletins for all Sunday morning worship services, deciding liturgical changes, as needed. Create funeral bulletins, as needed. Volunteer assistance for this work is encouraged.
- Prepare Presider Books for use in principal worship services and special liturgies. Volunteer assistance for this work is encouraged.
- Prepare Prayers of the People, working collaboratively with the Assistant Minister for Pastoral Care for use in principal worship services and special liturgies. Volunteer assistance for this work is encouraged.
- Prepare a list of lectionary readings for each season under the direction of the Rector. Additionally, provide access for clergy and scheduled readers/lectors.
- Maintain proper music licensing in cooperation with the music staff and the Minister for Evangelism.
- Engage with the larger Diocesan life and ministry

Life and ministry at Church of the Redeemer is dynamic. With a compelling vision, and strategically minded lay leadership - and, of course, in response to the changes in the world and society around us - we're moving forward with changes both small and large that are meant to lead us deeper into more intentional discipleship with Jesus.

Redeemer's Vision Statement

We have a vision of a worshiping community that knows Jesus and grows in love. United in relationships of holy connection and communion. Growing with people of every age, race, gender, sexual orientation, socioeconomic situation, and political persuasion. Inspired by our understanding of why we are Christian, why we are Episcopalian, why Redeemer matters to us. Sent into the world, rooted and grounded in love, to serve all people with humility, compassion, and faithfulness.

Our Associate for Worship will be:

- Gifted at communicating the Gospel of Jesus Christ with love, authenticity, and ingenuity to people within the Church and across the wider community
- Passionate about living into our Baptismal Covenant to serve Christ in all persons, loving our neighbor as ourselves, striving for justice and respecting the dignity of every human being
- Well versed in Scriptures, with a love for teaching the Bible through an Episcopal lens
- Able to join a staff of multiple clergy and laypersons dedicated to serving God, supporting one another, and facilitating the ministries at Church of the Redeemer
- Energetic, passionate, and collaborative
- Willing to help others at busy times
- Versatile, joyful, and flexible
- Respectful of different opinions
- A partner with both clergy and lay staff in advancing God's work
- Able to play well in a big room, part of a complex organization
- Competent with technological means of ministry
- A compelling communicator and excellent preacher
- Eager to be with our youngest, oldest, and everyone in between
- Able to see the big picture, develop plans, and attend to the details

It is essential that our Associate for Worship:

- Love Jesus
- Be committed to self-care: have a spiritual director, be as devoted to emotional health as to physical health
- Have a contagious faith
- Make family/friends a priority
- Have a rich and nourishing spiritual life lived out in regular prayer, study, and meditation that grows with his/her/their friendship with God

Salary and Benefits Package

- \$90,000 – \$100,000 annual stipend commensurate with experience (includes SECA and housing allowance)
- Health insurance subsidized by employer with vision insurance included
- 12 Weeks Family Leave for birth/adoption
- Dental insurance employee paid
- Life Insurance provided
- Short-term and long-term disability provided
- Defined contribution Pension Plan
- 4 weeks annual vacation
- Annual paid holidays include all U.S. federal holidays, as well as the week following Christmas and Easter
- Continuing education time and allowance

Church of the Redeemer is an Equal Opportunity Employer. Church of the Redeemer offers opportunities for employment based on merit, without regard to gender, race, marital status, color, age, sexual orientation, national origin, disability, or other attributes that are not job- or performance-related.

To apply please submit a cover letter, resume, OTM portfolio, and recording or text of a sermon given in the last six months to: the Rev. Melanie Slane, diocesan transition minister, at transitions@diosohio.org. Subject Line: "Redeemer Associate for Worship." Applications will be reviewed on a rolling basis until the position is filled. We appreciate your interest and will be in contact soon.

Learn More About Us

Church of the Redeemer is a large, multi-staff church with an engaged and active congregation, an average Sunday attendance of 250 in person and 125 online, and annual operating budget of \$2 million. We operate a nursery school for 65 children. Principal worship on Sunday is celebrated with all ages in four services in a variety of liturgical styles. Lively, participatory, innovative, musically rich, and diverse with a balance of traditional and new, worship is at the heart of our common life in Christ. We are committed to becoming an anti-racist church, operating a zero-waste campus, and partnering with others to end family homelessness in the City of Cincinnati. Many households have been - and continue to be - drawn to Church of the Redeemer's vibrant ministries with and for children, youth, and their families. Across all ages, participation in small groups is increasingly the norm as we seek to equip one another to practice faith in our daily lives.

We are a civically minded community. We love Cincinnati – a unique, lively, creative, wonderful city - and believe we are called to minister to our neighborhood in real and practical ways in order to embody Christ's love in the world around us.

We are a church with a history of strong, Christ-centered educational programming aimed at deepening our relationship with God. We are four years into an intentional commitment to the Becoming Beloved Community initiative that is meant to shape every aspect of our community. We are being called to

deepen our participation in the work of racial justice, healing, and reconciliation. Redeemer loves Bible Study! We currently have two long-running Bible studies that occur during weekdays and are looking to start a new evening Bible Study in the Spring. We have robust formation offerings, from book studies to Sunday Education for all ages. It is normal for us to have several series of intensive weeknight classes each program year. We see our programming as existing for the purpose of discipleship and community building. Relationships are at the heart of the Church of the Redeemer. The friendships and ministry partnerships we build and nurture here are our lifeblood. We experience worship as transformative and essential to our identity. We believe in laughing a lot, thinking a lot, agreeing, when possible, but always loving and seeking Christ in one another. Learn more here: <https://www.redeemer-cincy.org/>

The Diocese of Southern Ohio is made up of 70 churches with more than 15,000 members in Cincinnati, Columbus, Dayton, and in farm towns, county seats and suburban centers across the southern half the state. Our bishop is the Rt. Rev. Kristin Uffelman White. The diocese was founded in 1875. The diocesan office and Christ Church Cathedral are located in downtown Cincinnati. Learn more here: <https://diosohio.org/who-we-are/>

Cincinnati, located in the southwest corner of the state on the Ohio River, has been building and brewing their own way since they started in 1788. A region fueled by dreamers, doers, innovators and makers, Cincinnati glitters with a view and vibe unmistakably its own. Here, east meets west, north meets south, old meets new and reinvention reigns. The greater metropolitan area is raw, real, and full of heart, buttoned-up and tatted-up, rich in tradition and alive in the times. A vibrant mix of cultures and contrasts, Cincinnatians come together across bridges, regions and backgrounds to create a community we are all proud to call home. Learn more here: <https://www.cincinnatiexperience.com/>