



GRACE CHAPEL

Discovering life with God for the good of the world



OPPORTUNITY PROFILE | Contemporary Worship Leader, Lexington Campus

GREETINGS



DEAR PROSPECTIVE CONTEMPORARY WORSHIP LEADER CANDIDATE,

Thank you for your interest in Grace Chapel and the position of Contemporary Worship Leader at our Lexington Campus. We can't wait to learn more about you! We are excited to share this Opportunity Profile with you and hope that it will give you a clear picture about who we are, what makes us unique, and our expectations for this very important role.

For over 70 years, Grace Chapel has faithfully served this part of the country as a non-denominational, multicultural church with a simple mission – discovering life with God for the good of the world. We are fully committed and passionate about helping people find and follow Jesus. We grew from just a few families praying about starting a church to serving thousands across greater Boston. Today, we worship as one church in five locations (Lexington, Wilmington, Watertown, East Lexington, and Foxboro) and online. It's been an amazing journey!

We are currently looking for an experienced, full-time Contemporary Worship Leader to join our Lexington Campus team. This person will help craft engaging, excellent and God-honoring in-person and digital/online worship experiences that proclaim the uncompromised message of the Gospel.

If you believe your gifts, abilities, and experience align with our needs for this position, we look forward to talking with you. As you review this profile, please contact Gail Turk at gturk@grace.org if you have questions.

Grace Chapel offers a unique experience to "be the church" in New England and we pray that you will hear God's voice clearly about serving with us.

Sincerely,
The Grace Chapel Selection Committee

OVERVIEW



Grace Chapel is a non-denominational, multicultural church that welcomes everyone, no matter what your faith background is or where you are on your spiritual journey. We believe that life with God doesn't just make our lives better; it makes us better for the world around us.

We've been around for quite a while – since 1948 in fact, when four families in Lexington, Massachusetts met weekly in a home for a time of worship, Bible study, and prayer. These families had a heart and vision for reaching and serving people in the growing western suburbs of Boston. Since we incorporated in 1956, we've grown from a few dozen people in a rented space in Lexington to 4,000 people coming together for Sunday services and midweek programs in-person across five campuses (Lexington, Wilmington, Watertown, East Lexington, and Foxboro) and online.

At the Lexington Campus and online, we offer two styles of worship – a traditional/classic service, and a more casual, contemporary, and upbeat service. And, we have great Sunday morning programs for kids and teens at all five locations.

To become a church body with many faith backgrounds, Grace Chapel has been successful at "majoring on the majors and minoring on the minors" when it comes to theological distinctives. We are a congregationally led church, and our Annual Meeting is an opportunity for members to vote on the budget, nominations for church offices, and other aspects of church life. The elder board, composed of staff and lay leaders, provides leadership and guidance to the ministry efforts of Grace Chapel.

Bryan Wilkerson was called as Senior Pastor in September 2000 and is well-loved for his teaching, preaching, and genuine heart for the Lord. Mark MacDonald serves as the Executive Pastor and helps lead a complex, multi-site, multi-layered ministry team of 70+ dedicated pastors and staff.

"We just want to see the kingdom of God increase in greater Boston, and anything we can help do to make that happen, we want to do."

– Senior Pastor Bryan Wilkerson

SNAPSHOT



NON-DENOMINATIONAL

LOCATIONS:



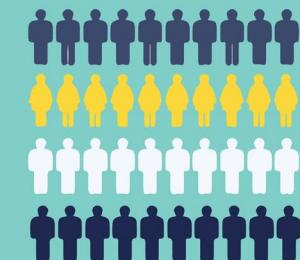
Lexington, Wilmington,
Foxboro, Watertown,
and East Lexington

5+
online



WEEKLY ATTENDANCE:

4,000+



What We Believe

www.grace.org/about-us/church-overview

Our 2020 Annual Report

www.grace.org/2020annualreport/

Mission, Vision and Values



OUR MISSION

Grace Chapel's mission is to make and mobilize more disciples for Jesus Christ, in Greater Boston and beyond.

OUR VISION

We strive to be a vibrant, growing, multicultural community of seekers and believers, discovering life with God for the good of the world.

OUR VALUES

- Vibrant Faith – We are intentionally non-denominational and authentic in our desire to see worshippers grow closer to Christ.
- Biblical Teaching – Our intellectually sophisticated and curious congregation is blessed with consistently authentic and insightful teaching.
- Multicultural Community – We are quite diverse with respect to age, gender, ethnicity, culture, faith journey, etc. Women are affirmed in leadership roles.
- Generous Orthodoxy - Throughout our history, pastoral staff, lay leaders, and members have flourished together by "majoring on the majors and minoring on the minors" theologically.
- Missional Heart – We have supported international and local missions at a high level from day one.
- Cultural Engagement – We have embraced a bold vision for "going"-reaching people near and far for Christ.

THE LEXINGTON CAMPUS AT-A-GLANCE



LEXINGTON CAMPUS STAFF TEAM

The Lexington Campus Staff Team loves what they do! They regularly celebrate "Team Wins" on Campus-wide initiatives, cheer each other on for jobs well done, and just overall have fun working together. Learn more at www.grace.org/lexington and connect on Facebook and Instagram.

SUNDAY SERVICES

Our contemporary worship service is held at 11:00 am in the Sanctuary with overflow in our Courtyard. A more traditional, classic service is held at 9:15 am. Both services are also offered online. We offer an additional service at 5:00 pm. Watch videos of recent worship services on our YouTube channel.

MAKING CONNECTIONS - GROUPS

Beyond our Sunday worship gatherings, we offer several ways to connect with smaller groups of people in different settings. Some of these groups meet in homes midweek, others at church on Sundays; some are ongoing, and some meet for a shorter period around a specific topic. But they all share a common goal: to develop meaningful, healthy relationships where we care for and challenge each other, and grow in faith.

NEXTGEN – KIDS AND STUDENTS

Our Sunday morning programs and other programs throughout the year are designed to teach kids (toddlers – 5th grade) about God in a fun way and allow them to see Him in action each week, through our wonderful team of trained Kidstown volunteers.

Student Ministries are environments for kids in grades 6-12. MSM and HSM meet on Sunday mornings, and offer a number of other opportunities to connect: house groups, special events, midweek gatherings, and retreats. Every student has a group of friends and caring adults to help them explore the Christian faith.

JOB PROFILE



The Contemporary Worship Leader is responsible for crafting engaging, excellent and God-honoring in-person and digital/online worship experiences that proclaim the uncompromised message of the Gospel and are in line with Grace Chapel's culture, mission, and vision.

This leadership role requires skill, wisdom, and humility, and you must care that people understand why we worship and not just how we worship.

The role is full-time at the Lexington Campus and will report directly to the Lexington Campus Pastor and indirectly to Grace Chapel's Pastor of Worship Ministry.

Salaries at Grace Chapel are competitive for churches in this area. In addition, our benefit plans reflect our commitment to the health and welfare of our staff members and their families and are an important component of our compensation package. We offer generous health and dental insurance plans, short and long-term disability insurance, life insurance, three weeks of paid vacation per calendar year, nine paid holidays per year, ten paid sick days per year, and a generous retirement program.

These benefits are just the start. We also offer opportunities to learn and grow professionally, a fun work environment, a community that fosters inclusivity and diversity, and a team of co-workers who are committed and passionate about helping people find and follow Jesus.

You will find that our worship teams are made up of over 20 extremely dedicated and talented musicians and vocalists who help connect our congregation to Jesus through corporate musical worship. Most of these gifted individuals are volunteers. And our technical production and digital ministry teams that bring it all together are top-notch partners for our worship.

RESPONSIBILITIES



THE CONTEMPORARY WORSHIP LEADER RESPONSIBILITIES INCLUDE THE FOLLOWING:

- Collaborate with the Senior Pastor, Pastor of Worship and Pastor of Digital Ministry to design, plan, and produce in person and online Sunday worship services and other events.
- Oversee and regularly lead worship at the Sunday contemporary service and take ownership for the atmosphere created. Create an experience that connects with a younger generation and multi-cultural congregation, promotes authentic worship, and proclaims the uncompromised message of the Gospel.
- Deliver high-quality worship teams on the platform and provide opportunities for new people to grow and develop. Effectively lead and prepare musicians at rehearsals.
- Work closely with the technical, production and digital ministry teams as well as the Lexington campus' Classic Worship Leader and the Worship Leaders at all campuses.
- Implement a solid leadership structure at the campus by recruiting, training, and developing worship team members, inspiring them to create, and nurture their gifts.
- Build worship sets, and help with creative elements, and video moments that add to the communication of the services.
- Provide organizational leadership and accountability for the campus worship ministry, including planning, budgeting etc.
- Continue to grow in your relationship with Jesus and bring that to the worship ministry and platform.
- Participate in the staff life, responsibilities, and activities of Grace Chapel as available.
- Fully support Grace Chapel's mission, vision, and values

QUALIFICATIONS



WHAT YOU BRING:

- **Musically** You have a quality singing voice, an engaging stage presence, and you are highly skilled on at least one musical instrument. You have an appreciation and respect for all worship styles and music genres.
- **Worship Arts** You are passionate about crafting excellent worship experiences that create an atmosphere for bringing life-changing encounters with God. You understand that worship is holy, not a gig or where you can prove your abilities. You are current on the latest trends and movements within the local church and you have a vision for where God might be calling our congregation and our musicians to grow in new expressions of worship.
- **Leadership** You cast a compelling vision of the significance and power of great contemporary worship both in-person and online and can communicate in a way that inspires those around you. You are a team-builder and are extremely organized. You relentlessly recruit and develop talented volunteer musicians to serve the congregation with excellence and humility.
- **People Skills** You must be relational and have a heart for leading people in worship and not just leading a worship service. You create authentic community where individuals are loved, encouraged, and supported. You see the importance of building and engaging diverse worship teams and a growing multi-cultural congregation.
- **Inspirational** With a strong platform presence, you model and lead heartfelt worship in an invitational style that draws people in, encourages participation, and points people to Jesus.
- **Excellence** You strive for quality and always bring your finest for the glory of God. You are constantly growing and looking for freshness. You encourage others to be constantly developing their gifts and trying new things and new ideas.
- **Technology** You have experience using technology in worship - lighting, worship software, sound systems, video projection, etc. You have experience recording audio and video tracks from your home. You can incorporate other art forms as needed.

THE IDEAL CANDIDATE

A photograph of two women performing on stage. The woman on the left has short blonde hair and is playing an acoustic guitar while singing into a microphone. The woman on the right has long dark hair and is singing into a microphone. They are positioned in front of a drum set and a keyboard. The stage lighting is dim, with blue and purple hues.

WHERE IS THE IDEAL CANDIDATE TODAY?

The ideal candidate may come from another church, or Christian organization, or from the private sector. This list is not meant to be exhaustive, but rather to encourage potential candidates to understand what is needed to fit well in this position:

- You must have a strong and active personal walk and faith journey with Jesus Christ.
- You must have demonstrated success planning, preparing and leading contemporary worship services.
- You must be a vocally gifted individual who is highly proficient on at least one musical instrument and be skilled in vocal and instrumental direction.
- Formal music training and the ability to write and arrange music is preferable.
- You should be energetic and enthusiastic with a strong desire and ability to work as an integral member of a local church ministry team.
- Strong communication and interpersonal skills are a must.
- You should be organized and pay close attention to details.
- You must be proactive, flexible, and able to adapt to last-minute developments typical of church ministry.

WHAT IT'S LIKE TO LIVE IN THIS AREA



Boston is the largest city in New England and ranks among the top cities globally as an economic hub. At the heart of Boston's character is a legacy built on innovation and creativity centered on neighboring Cambridge. Anchored by MIT and Harvard and peppered with a total of seven Top 50 schools, world renowned research institutes and teaching hospitals, the metro Boston area is a true knowledge economy. Driven by the education, healthcare, life science, finance, and high-tech business sectors, Greater Boston has evolved into a diverse and stable economy earning an enviable global reputation. The Boston metro area continues to attract top talent, businesses and investors who choose Boston as their place to live, work, invest, and play.

Greater Boston is home to more than 50 higher education establishments that generate thousands of graduates every year. Roughly 50% of these graduates stay in the Greater Boston area, bolstering the city's highly educated workforce. This intellectual infrastructure is a stabilizing eco-nomic force and will invariably continue to propel economic activity and attract new businesses, students, and families to Boston.

The highly educated workforce and innovative environment were specific factors cited recently by General Electric for why it chose to relocate its global headquarters to Boston in 2016. "Massachusetts spends more on research & development than any other region in the world, and Boston attracts a diverse, technologically fluent workforce focused on solving challenges for the world. We are excited to bring our headquarters to this dynamic and creative city."

Boston is known as an avid sports town with the Patriots, Celtics, Bruins, and Red Sox bringing people out in droves to celebrate the Great American pastimes - and multiple championships over the last decade. With easy access to beaches, lakes, and mountains, as well as a world-renowned cultural center for the arts, the Boston area offers unlimited activities, entertainment, and history.

FINAL THOUGHTS



BRYAN WILKERSON, SENIOR PASTOR

"We think of our worship services in terms of a journey. And every part of the service is a part of the journey. It's not a two-part journey with music and preaching. It's a journey in which every part is important. So we designed the services very, very thoughtfully. Where do we want to take people today and how do we want to get them there? Do we want to lead them to celebrate God's greatness, do we want to lead them on a journey to repentance, do we want to lead them on a journey to commitment? And we want our worship to be meaningful to believers, satisfying in terms of its content and depth, but also accessible to seekers and visitors, so they can understand what's happening and participate."

After reading this Opportunity Profile, if you sense that the gifts and experience God has given you are a good match for Grace Chapel and this position, we invite you to begin the application process at www.grace.org/jobs/. We handle all candidate information and conversations confidentially.

Please also submit one video example of you leading worship in a live setting as well as a video of you playing your instrument and singing. The second video can be a simple video made at home on your phone.

Applications submitted without a video will not be reviewed.