

# Director of Music and Worship

Waypoint Church | San Mateo, CA **Status:** Full-Time (40 hours) or Part-Time (Minimum 20 hours) **Compensation:** \$34-45 per hour (roughly \$70,000 – \$95,000 for full-time position) **Benefits:** Medical, Dental, Paid Vacation/Sick Leave, 403b with Match (benefits are prorated if employed part-time)

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## Our Mission & Community

We are an imperfect but loving community dedicated to honoring God by helping people become fully-devoted followers of Jesus. In seeking to follow Jesus ourselves, we strive to:

- **Love all people unconditionally.**
- **Serve our neighbors generously.**
- **Advance God's purposes globally.**
- **Pour into the next generation intentionally.**
- **Cultivate spiritual growth continuously.**

## The Role

We are seeking a **Director of Music and Worship (DMW)** to lead our mostly contemporary Sunday morning service who is a joyful, Christ-centered, and highly-skilled musician *and* who is eager to use his or her vocal and instrumental gifts to lead God's people in worship.

## Primary Responsibilities

- **Worship Leadership:** Plan, organize, and lead music for our weekly Sunday service and special events (Christmas Eve, Holy Week, memorial services, Kingdom Club musicals, etc.) in consultation with the Pastor.
- **Team Development:** Recruit, train, lead, manage, and shepherd volunteer musicians, vocalists, and tech team members.
- **Media & Production:** Oversee the technical aspects of our worship service, including being responsible for and collaborating with our A/V team, livestream team, and various hardware and software items (e.g. ProPresenter 7, Logic, etc.).
- **Creative Excellence:** Explore new and different ways of doing things in our worship service, including introducing new songs, while respecting the DNA, rhythms, and culture of the church.
- **Youth Mentorship:** Encourage and mentor members of the youth band in musicianship and worship leadership as time permits.

- **Administration:** Prepare weekly orders of worship, manage equipment maintenance, and report CCLI song usage.
- **Teamwork:** Partnering with other staff members in various areas to get done what needs to get done for the common good.

**Full-Time Potential:** These responsibilities represent approximately 25 hours of work per week on average. For candidates seeking a full-time position, responsibilities may expand to include outreach, young adult ministry, social media, and/or facilities management based on the candidate's unique skill set, interests, and experiences.

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## Qualifications & Essentials

- **Spiritual Maturity:** A demonstrated love for God and a commitment to being a fully-devoted follower of Jesus.
- **Musical Proficiency:** Strong vocal talent and proficiency in at least keyboard and/or guitar.
- **Leadership Style:** A servant's heart with the energy, ability, and patience to coach volunteers of varying skill levels.
- **Technical Savvy:** Experience with audio mixing technology as well knowledge of or the ability to quickly learn ProPresenter 7.
- **Professionalism:** Excellent communication skills, organizational ability, and the discretion to maintain confidentiality.

## Minimum Requirements

- Sunday morning worship and mid-week rehearsals.
  - Weekly staff meetings. Monthly worship team and elder board meetings.
  - Generally present and available in the office and/or on the church campus for various ministry and administrative activities.
  - Must pass a background check and fingerprint screening.
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## How to Apply

Might God be calling you to lead our community in worship? If so, please send your **resume and cover letter** to our search team at [info@waypoint.church](mailto:info@waypoint.church).

194 W. 25th Avenue, San Mateo, CA 94403