



Mosaic Church is looking for a Music Director.

In these pages, you'll learn about the church, the job, and how to apply. But before you begin, please understand: We're not looking for the best performer we can find.

We're looking for a piece of our future.

Mosaic is an established church with a deep history. But we've also just begun the first pages of a new chapter in our story. It's one we've been preparing for a long time. And these moments don't come along very often.

The person we're searching for will write the next pages with us. They'll help us live up to our calling and aspirations. They'll become a part of our community.

So we're looking for someone who's excited by the prospect of joining Mosaic right now. Someone who jumps at the chance to play a part in shaping this church's future. **Because they recognize a piece of their heart is already with us.**

When you've reached the last page, is your heart beating a little faster? Are your eyes open wide? Are you already imagining what this could look like?

If so, maybe you're our future. Maybe we're yours.



MOSAIC CHURCH

grow • unify • create

Who We Are

Mosaic is a small, vibrant, Christian church in Rochester, New York's South Wedge neighborhood. We've been there since 2015, but our roots in Greater Rochester go back 30 years. Our name is the story of our organization: we formed in 2007 through the merger of two churches.

Mosaic is also the story of our people—a collection of varied, broken pieces, mended and fitted together by a master craftsman. We are artists and teachers; technicians and entrepreneurs; healers and builders and servers. We are blue-collar and white-collar and unemployed. We are children, teens, college students, adults. We are single, dating, and married. We are athletes, we are disabled, and we battle chronic diseases. We live below the poverty line, and we live well-off. We run the political gamut from Libertarians to Democratic Socialists. And we cover a broad swath of the theological spectrum—from conservative to progressive—with backgrounds in Charismatic, Roman Catholic, Evangelical, Mainline Protestant, and nondenominational traditions.

What unifies us is Christ: We aspire to know Christ, to be moved by his love, to learn to walk in his ways, to embrace his heart of restoration, and to make a difference in our world.

How We “Do Church”

First and foremost, we're Church with a Capital-C. Part of the body of Christ, called to fulfill the commission and instructions Jesus gave to his apostles.

We're also a church with a small-c: Composed of specific people, rooted in a particular time and place. We're working out our role in the Church's mission right here, right now.

In general, we aim to be an authentic, creative faith community that communicates God's love, invests in the Greater Rochester community, fosters meaningful relationships, and offers a safe place to experience healing, hope, and grace along the spiritual journey.

That's a volatile set of goals and values: in a diverse group, *relationships* and *community* all too often come at the expense of *authenticity* and *safety*. Consensus and conformity are a lot simpler. But

consensus is a flimsy basis for unity—especially at a time when even the best of us are tempted toward anger and division. And conformity always demands a very high price.

So instead, we unite through love and to love. By *Love*, we mean words and work that serve, reconcile, and restore—a costly, Jesus-shaped lifestyle that coaxes life out of death. We exist to Love Together. And we’re convinced God uses this to heal persons and communities.

We’re not particularly good at all this. Love is very difficult, and we’re often not up to the challenge. We are incomplete: always building, never built. We are diverse, but we don’t represent the full diversity of our community. And we haven’t fully shaken the habits of consensus and conformity.

But we press on because we believe deeply that all this is worth chasing and that God can and will make up the difference between what is and what ought to be.

Learn more about the church: mosaicroc.org/about

What Kind of Music

Most weeks we have a band of three to six people built around guitar or keys and one or more vocalists. Electric guitar, mandolin, fiddle, and percussion (hand-drums, cajon, or full kit) rotate in and out. We gravitate to rock, blues, and American folk. (Whatever you think that means, you’re probably in the neighborhood.) We use a blend of contemporary songs, hymns, and originals.

BUT: we want our music director to shape our music with their unique tastes, skills, and styles. That’s part of the reason we describe the role as a “Kingdom-Minded Influencer.”

AND: we want to be taught and led in new-to-us styles and genres. This is a critical part of growing up into our name.

So, in choosing and arranging music, our targets are **Beautiful, True, and Accessible:**

- Musically interesting and performed well
- Meaningful lyrics: depth and breadth in topics and theology; expressing authentic human experience, proclaiming divine truth
- Singable (for congregational singing)
- A repertoire of familiar songs, balanced with a steady stream of new, with a blend of traditions, genres, time-periods, cultural influences

Simple is OK, but *Shallow* usually isn’t. *Complicated* is OK, but *Incomprehensible* usually isn’t. *Unfamiliar* is OK, but *Obscure* usually isn’t. *Traditional* is OK, but *Tired* usually isn’t.

Learn more about worship at Mosaic: mosaicroc.org/worship

Job Description: Music Director

The Basics

What we need right out of the gate...

A Guide for Our Congregation

Lead the people in sung worship at our weekly gatherings.

A Leader for Our Musicians

Nurture a vision and pilot the band as it pursues that vision.

A Kingdom-Minded Influencer

Shape Mosaic's culture and work by drawing us again and again into God's presence.

Beyond the Basics

How we hope this will grow...

More Than Singing

Provide music for many purposes—as a backdrop for prayer and contemplation, to accompany other performers, as texture before and after services, for its own sake.

More Than Sunday

Contribute to seasonal or other special services.

More Than Performance

Grow Mosaic's music program into a developer of musicians. We want Mosaic to become a place where artistic talent is identified and fostered, in both children and adults.

More Than Audio

Work with our audio techs to define and refine the kind of sound we create.

Key Requirements

The essentials we're looking for...

Spirituality

A genuine faith in Jesus Christ; a lifestyle of learning from him, becoming like him, and following his lead; a call to this kind of ministry, along with gifting, maturity, and experience to carry it out.

Music

Musical competence, vocal and instrumental. Skill in leading musical worship: confident and credible presence; responsive to the Spirit's lead and restraint; sensitive to the congregation.

Church

Support for Mosaic's mission, culture, ministry approach, path of growth, and leadership. Willing to work with and report to the Pastor, under the leadership of the Elders.

Availability

Required: 42 Sundays per year; Christmas Eve; one midweek service during Holy Week (usually Maundy Thursday or Good Friday).

Sundays Off: Two mandatory Sundays off (Mosaic's Winter & Summer Breaks, usually the Sunday after Christmas and the first Sunday of July); up to eight discretionary Sundays off per year (except Easter Sunday).

During the Week: schedule is flexible for rehearsal, planning, communication, etc.

Mosaic's Key Promises to You

What you can expect from us...

Community

We'll welcome you into our church, sharing the love, friendship, prayer, and commitments that all our members seek to offer one another.

Freedom

To aspire, to grow, to lead, to have a point-of-view and tastes and opinions, to be in-process, to experiment, to fail well, to learn, to start over.

Compensation

Weekly stipend, based on your experience and the final details of the job description we agree on.

Personalized Job Description

Before you are formally hired, we will work with you to tailor the job description to take into account your experience, skill, vision, and boundaries.

Collaboration

The pastor and others will work with you to develop service plans and guide your team. We will advocate for your vision and leadership. Our membership includes experienced leaders and musicians who are committed to your growth as a leader and musician. Their skill and wisdom will be at your disposal.

Growth

As the church grows, we intend for this position to grow as well, in its scope and compensation. We're looking for someone who wants to grow along with the position, and we will equip you to contribute to that growth.

How to Apply

What To Send Us

Resume

Please don't spend a ton of time on this. We're just looking for the basics. So make it true and complete, but don't bother making it a professional masterpiece.

Some Words

Tell us why you're interested in this position and why we might be a good fit for each other. Don't worry: *this is not an English test*. We're looking for content, not writing mechanics. We want to learn about you. And it doesn't have to be long: one page would be great, please no more than two.

OPTIONAL: Recording

Show us the stuff about you that's impossible to include in writing.

- ~5 minutes
- Video or audio
- Demonstrates musical skill
- Tells us more about yourself as a musician, worship guide, and leader

Send everything to info@mosaicroc.org.

What Happens Next

1. Confirmation: We'll reply right away to let you know we got your stuff. (Seriously: if you don't hear back from us within a day or two, it means your application got lost in the Internet. If this happens, do not hesitate to check in.)

2. Interview: We'll invite qualified candidates to come meet the pastor and others. It's a chance for us to interview each other—you get to ask questions, too.

3. Try it out: If we all agree there's potential, we'll invite you to lead on a Sunday morning.

4. Decision: We'll compare notes and decide together whether and how to move forward.