



HOPE COMMUNITY

Worship

FOR ENDLESS DAYS WE WILL SING YOUR PRAISE
OH LORD, OH LORD OUR GOD

Thanks for considering Hope!

As you think and pray about your next season of ministry, we are honored you would include us in your consideration and prayers. Vocational ministry is an amazing privilege as God calls us to care for his church and help people grow in their faith in Jesus!

*“Pay careful attention to yourselves and to all the flock,
in which the Holy Spirit has made you overseers, to care for the church of God,
which he obtained with his own blood.”*

Acts 20:28

Our vision at Hope is that every person would experience real and eternal hope in Jesus. Our mission is to equip and send hope-filled people to impact their community with the Gospel. Our strategy is to create environments where people can find, enjoy, and share hope in Jesus together.

We are a Bible believing, Gospel centered, community based, globally minded, multi-generation neighborhood church. We are looking for a leader in worship that lines up with our vision, values, and culture; and can help us take steps as we grow and (Lord willing) multiply to plant more churches locally and globally.

We have a faithful, committed team of people who serve in our worship and tech teams. We believe we are in a good spot to continue to grow our team in number (currently 30 people), skill, and most importantly in their love and devotion of Jesus as they set the pace in worship for Hope. We are looking for a leader who will be able to consistently shepherd this team along with guiding and growing our church in worship.

We are praying God would give you clarity on your next ministry steps. If we get to be a part of it, great! Ultimately, we want the best for you and for his church! I pray this job and church description will give you good information to pray through as you discern God’s leading.

Pastor Jeff Potts

“Let us hold fast the confession of our hope without wavering, for he who promised is faithful. And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near.”

Hebrews 10:23-25





HISTORY

In March of 2020, God called Jeff and Ashley Potts to plant a church. Through much prayer, assessment, and training, we announced our plans to plant Hope Community! We started with Community Groups in June 2021 where families opened up their homes to create environments for people to find, enjoy, and share hope in Jesus together. **We are a church of Community Groups.**

We started weekly worship services October 17, 2021 at the historic Belle Chapel in Snohomish, WA. By God's grace, we started and built a family of believers together.

In July 2022, Hope Community merged with Valley View Bible Church to form one congregation in Everett, WA. We moved from Snohomish to a permanent home in the Silver Lake area. We were not only blessed with a great property, but a number of amazing families and a ministry legacy we intend to continue for decades.

We are growing in attendance and are preparing to add a third service in the fall of 2026. We are also exploring a building expansion in the near future. Our future aim is to plant gospel-centered churches locally and globally, equipping and sending people from our local body to impact the kingdom however and wherever God calls them.

FAST FACTS

Sunday AM attendance: 270 (160 adults, 80 kids, 30 youth)

Members: 120 adults

Community Groups: 18 (200 adults in groups)

Elders: Jeff Potts (pastor), Clint Cameron (chair), Devon Hopper, David Ord

Pay Scale: 80-110k + benefits, depending on experience and gifting



WORSHIP

The role at a glance:

We are looking for a person who loves Jesus and is passionate about seeing people follow after Jesus. This person should be passionate about the mission, vision, and strategy of Hope Community as well as a gifted and skilled leader in worship ministry. We are looking for a leader with strong communication skills and excellent musicianship who has a clear vision, philosophy, and strategy to lead our congregation to grow in knowledge and love of God through worship.

Why this role is important at Hope Community:

Worship prepares us for eternity, so it is imperative that we lead in a way that points directly to Jesus. Because of the size and scope of our ministry, we need a leader who is able to lead in various settings while developing and equipping volunteers to serve and lead with excellence. This person will provide leadership to a team of volunteers and potentially staff in an environment of love, care and encouragement. This role reports to the Lead Pastor. This role oversees the Worship and Tech Team, and potentially other roles depending on experience, gifting, and need.

In your new role, you will:

- Lead worship services on Sunday, supporting all worship and production ministry.
- Provide leadership and discipleship to our worship ministry.
- Oversee the administration of all worship and production ministries.
- Recruit, train, equip, and send out lay leaders, musicians, and A/V teams through consistent communication, training, leadership opportunities, and care.
- Creatively plan the year's calendar for Sunday worship alongside Lead Pastor and team involved.
- Set and administrate annual budget for Worship ministries.
- Support and collaborate with other ministries for their worship and tech needs.
- Fulfill other pastoral duties as assigned: visits, counseling, discipleship (*Pastor only*)

What you will need to succeed:

- A growing, dynamic relationship with Jesus.
- A pastoral heart for servant leadership.
- Clear theological convictions that are aligned with Hope.
- Ability to teach Scripture in private and public settings (*Pastor only*)
- Commitment and ownership of the vision and values of Hope Community.
- Faithfulness and resilience in your work ethic and ability to fulfill commitments.
- Administrative and communication skills for recruiting, planning, and training teams.
- Intentional multiplication of leaders in every part of your ministry.
- A team player who maximizes success for all our ministries.
- A commitment to faithful membership at Hope.



THE "WIN" - WORSHIP

This aims to give clarity on the current tasks associated with the role, the areas we want you to embrace within the ministry, and potential areas we see could be enhanced with the right leadership in place.

Weekly Deliverables:

- 12 weeks planned in advance for Sunday AM worship (songs, teams), as well as support ministry with worship and/or tech needs.
- Pray for every team member on Worship and Tech (Span of Care).
- Tuesday: Weekly PC email communication with teams for upcoming services.
- Weekly worship rehearsal (Wednesday: 6-8).
- Sunday AM call time: 7:00am (will change to 6am in fall 2026).

Staff Meetings:

- Tuesday / 10:00 - 10:30 - Staff Sunday Recap Meeting
- Thursday / 9:30 - 11:00 - Staff Meeting
- Thursday PM (1 hour) - 1-on-1 with Jeff

Embrace:

- **Volunteer equipping.** We love seeing our volunteers grow over time and patiently work with people as they grow in their skill and ability.
- **Undistracting.** We work hard to have an environment that prevents distraction with our lighting, no smoke machine, etc.
- **Communion tied in with musical worship.** We take communion every Sunday as part of our worship time.

Enhance:

- **Theological foundation of worship.** We want to ensure a strong theological foundation behind the songs we sing. The content of these songs and the biblical reasons we sing them matter as much as how they sound.
- **Shepherding moments on Sunday AM.** Often times, the things said in between the songs can have just as much significance to the songs being chosen. We desire to see someone lead us biblically not only in singing, but true worship of God.
- **Advanced planning.** We believe the best way to equip and encourage your worship team to grow is to model preparation.
- **Youth & Kids Worship.** We are just starting to have worship incorporated with our kids (Sun AM) and youth (Wed PM). We would like to see this grow and develop to see youth on our Sun AM worship teams (skill appropriate).
- **Tech and production.** In order to "lead worship," it is necessary to facilitate congregation participation. We accomplish this by ensuring people can sing along during times of congregational worship and that the worship team sounds their best in the mix, in the room, and/or online.

