

A photograph of a diverse crowd of people at an outdoor event, likely a rooftop concert or festival, with their hands raised in the air. In the background, a dense city skyline with various skyscrapers is visible under a clear sky. A string of warm-toned lights hangs in the foreground on the left. The overall mood is celebratory and communal.

INVIA

COLLECTIVE

GENERAL SERVICES OVERVIEW & INVESTMENT

PARTNERING WITH INVIA | SUPPORTING YOUR MINISTRY

INVIA COLLECTIVE

ENGAGING CULTURE,
EMPOWERING COMMUNITY,
EQUIPPING THE LOCAL CHURCH.

"In Via" is Latin for "The Way" - and we believe that this name for the first church of Christ-followers is rather apropos for a ministry consultancy. We believe that Jesus is the way, the truth, and the life. We believe that by following His lead, we can show others the way to know and live in the fullness of life. We also believe there is an organizational way or important best-practices for each church to work within as we seek to bring Heaven to Earth... meaning ministry is not meant to be done by chance, but with intentionality and preparation.

As church ministry consultants, our diverse team of professionals is called upon to assist in a wide range of ministry areas, with a focus on ad hoc and interim worship staffing, coaching, and executive support. We thrive in development and are committed to partnering with pastors to find solutions that will best serve God's people as well as the church's vision, mission, and values.

MARCEL & CINDY AROCHA, FOUNDERS

Marcel and Cindy have long resumes as professional musicians, ministry leaders, and worship pastors, passionate about the work of Jesus' Church. Each spent time serving with different internationally recognized ministries (*Hillsong Worship, ResLife Worship, Tierra*) and multiple denominations before meeting, marrying, and collaborating together. With educational backgrounds that include both university and bible college training, along with over two decades of practical music industry, church, and non-profit leadership, Marcel and Cindy bring a diverse and holistic approach to outworking ministry.



PASSIONATE WORSHIPERS, PASSIONATE LEADERS

InVia is known for our Collective - the ever-growing, vetted group of professional, high-caliber leaders we staff across the country. These leaders love to serve the greater Church community through sharing their gifts with ministries in need. They do this not to peddle their latest album or receive "guest" treatment, rather because they're passionate about facilitating the glory of God through worship. Our team's goal in every setting is to support the work of the local church, bring about services that embody authentic worship, and in every aspect, point people to Jesus Christ.

STAFFING & INTERIM SERVICES

OVERVIEW:

INVESTMENT:

Weekly Worship Leader Staffing

BASIC COVERAGE INCLUDES:

- A dedicated InVia **Engagement Director** allocated to your church; Your main contact, partner, and advocate for all things related to coordination of your community's personalized InVia coverage.
- One of our **Collective worship leaders** to lead vocally and from an instrument (*guitar/keys*). All of our leaders are equipped to lead solo or with your worship team / band (*all can provide band and vocal direction*) for services as needed. Leaders are scheduled based on availability, and allocated based on our team's curation process, with the potential for your church to receive different leaders each weekend we staff you.
- **InVia Worship One Sheet:** Curated info guide to help our team catch the vision and values of your church. Specifically crafted to your community, with all service details and custom song selections (*top songs loved by your church*).

ADD-ON OPTIONS:

- **Midweek Rehearsals** - Your scheduled worship leader for Sunday services onsite to lead band/vocals in comprehensive midweek rehearsal.
- **Worship Admin** - Our team will provide administrative support with this option, including worship team scheduling, a weekly worship planning meeting w/key leadership, Planning Center admin/upkeep, and team support (both relationally and pastorally, as needed).

\$400/service

(Multiple date coverage to be paid at the beginning of each month)

\$350/rehearsal

\$350/week

Interim Worship Support

With an Interim Package, InVia comes alongside a worship department in transition with consistent, strategic leadership and administration.

- **Worship Leadership:** We will provide **one, consistent leader** to act as your interim worship leader for **a six month** period.
- **One midweek rehearsal** and all regular **Weekend Services** are included weekly (*special, holiday, or additional services can be added individually as needed*). For any weekends the Interim Leader is unavailable, we will staff a worship leader from our curated, high caliber Collective at no additional cost.
- **Weekly Department Administration:** Includes weekly worship planning meeting with key leadership, worship/tech scheduling and team care.

\$1250/week

(Pricing is structured as weekly coverage for all contractual touch points. Multiple week coverage to be paid at the beginning of each month)

CONSULTING PACKAGES & OPTIONS

OVERVIEW:

INVESTMENT:

Strategy Sessions

Finding yourself in the midst of staffing or ministry transitions can be daunting, but our Consulting Team is here to come alongside you. We'll listen to pain points and provide practical feedback during and after our call - including customized strategies, helpful resources, and fresh ideas that can meet your needs and fit your budget. Schedule a time to connect and let us unblock the challenges you've been working through!

\$75/hour

(Consultations can be booked in hourly increments or can be tailored into customized packages as needed.)

Right-Fit Development

This consultation package elevates search team efforts by providing a dedicated consultant who will:

- Carefully evaluate and refine job description/duties based on the church's vision, mission, and values, leadership's goals, and current department needs.
- Help align pay scale with church budget and true candidate goals.
- Provide copywriting/editing services, developing a finalized Job Profile that speaks to ministry creatives & helps meet long-term hiring needs.

\$250

(Package includes two separate meetings and final Job Profile document, ready for posting on job sites. We'll also post final Profiles on our internal job board to our Collective network of vetted leaders across the country.)

Intentional Transition Support - *Founder's Interim Package*

Often transitional seasons are considered a negative type of "wilderness"... but we know scripture shows us how God meets us powerfully in the wilderness! It can truly be a place where we are formed and shaped; refined with a better vision for the next season. With that in mind, our Founders personally serve churches through transitional seasons, using their gifts as worship pastors and consultants to help guide departments through a wilderness season (leadership transition). Using their **Foundational Development Structure**, the Arochas create a path for empowering healthy worship ministry... both within the the team itself and through supporting senior leadership. This includes everything detailed in our regular Interim Package, and:

\$1750/week

(This package must be booked as a three or six month term in order to best serve the community. Pricing is structured as weekly coverage for all contractual touch points. Multiple week coverage to be paid at the beginning of each month.)

- **Weekly Department Administration & Worship Leadership:** Practical administrative care for team, soul-care and skill-building for volunteers, identifying and cultivating leadership potential within the team, and working to recruit and grow the size of the team from within the church community. The Arochas will curate sets and schedules to create a sound that fits the vision for worship while taking into consideration the practicality of the current volunteer team; Helping grow an environment where every weekend can feel like a win.

- **Department Consultation, Rebuilding, & Search Support:** As worship consultants, they will uphold current, healthy systems for the organization, while identifying and building strategies for department growth alongside the lead pastor, and in submission to the vision of the church. Their consultation work will extend beyond their interim through their hands-on support of the search team and senior leadership to create a solid onboarding path for the next right-fit leader to take the helm of the department.

PROFESSIONAL DEVELOPMENT & TEAM COACHING

OVERVIEW:

INVESTMENT:

1-on-1 Worship Leader Coaching

Our **Worship Leader Coaching Package** is a customized, professional development plan designed to meet the needs of worship leaders and their churches. This mentoring program will support personal, relational, spiritual, and theological growth, as well as develop each leader's practical skill level.

\$800/month

(Monthly coaching to be paid at the beginning of each month)

SUGGESTED 3-6 MONTH COACHING PACKAGE INCLUDES:

- Development of a personal, strategic plan for growth
- Bi-Weekly, one-on-one Coaching meetings
- Weekly video review of worship services by your coach
- Progress Tracking and Growth Assessment

Worship Team Essentials Workshop

Our **Worship Team Essentials Workshop** is a streamlined training day to teach and encourage team members from all sections of worship arts ministry. Essentials is typically held on a Saturday, and is open to current and potential worship team members (as desired by your team). Core Sessions generally run 9am-2pm with a continental breakfast (*provided*) and a lunch break. The highlight of the day is our Practical Skills Lab that is the empowering and confidence-building culmination of all we've learned during the workshop day!

\$2500

(Half due at booking as deposit; remainder due on Workshop date)

CORE SESSIONS INCLUDE:

- Listening Skills (all-team session)
- Dynamics & Flow (band)
- Ear Training Methods of Voice (vocalists)
- Practical Skills Lab (all-team session)



“WORSHIP IS NOT AN EVENT
TO BE WATCHED, BUT A
LIFESTYLE TO BE LIVED.”

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