



**POSITION TITLE: WORSHIP DIRECTOR**

Accountability: Senior Minister	Status: Full Time
FLSA: Exempt	Paid Vacation

**SUMMARY**

The Worship Director works with the Senior Minister to develop meaningful and creative worship services that inspire Christ's deeper way of love. The position will provide leadership, oversight, and guidance across all facets of a growing, multi-generational worship ministry. The worship ministry includes participants of all ages and diverse musical styles. Responsibilities include leading congregational singing; song and music planning; management and oversight of choirs; management and oversight of praise bands and ensembles; management of a media team; supporting online access to worship services; and supporting the technological needs of worship services.

**KEY RESPONSIBILITIES**

***Lead Worship Music***

1. Select, coordinate, and prepare music for all worship services, including seasonal and special services (like Ash Wednesday, Election Eve, Maundy Thursday, Christmas Eve, weddings, and funerals).
2. Serve as the primary song leader for all worship services, empowering and encouraging congregational singing.
3. Envision and develop inspiring worship services, including music of varying styles and diverse origins.
4. Grow a deep knowledge of and experience with worship music, including research and introduction of new material to the congregation.
5. Continuously review lyrics to fit the church's theology and corporate worship philosophy.



6. Attend staff meetings and work with staff members to plan worship and music based on sermon themes, church seasons, and special events.
7. Provide spiritual support, prayer and care for musical groups and leaders.
8. Supervise and direct music staff.

***Develop Groups and Individuals***

1. Recruit and develop congregational musicians, vocalists, and song leaders.
2. Contract and supervise guest musicians for worship services and ministry events.
3. Conduct and schedule all choirs.
4. Recruit, coordinate, and schedule various bands, like a praise band and bluegrass band.
5. Direct various instrumental ensembles for seasonal and special services, like a Christmas orchestra or Easter Brass Quartet.
6. Recruit and coordinate soloists and small groups for special music during worship services.
7. Conduct regular rehearsals for choirs, bands, and ensembles, including all necessary scheduling, space reservations, setting up and tearing down equipment, and sourcing and providing music materials.
8. Maintain and communicate important ministry documents, such as:
  - a. An annual calendar of music and worship items, including the scheduling of musicians, special music, and musical selections.
  - b. An inventory of all musical instruments and sound equipment.



- c. A music library for all groups.

***Lead Media Team***

1. Recruit, train, and encourage needed media team volunteers.
2. Support and supervise all media team staff and contract labor.
3. Support streaming and online access to worship services.
4. Oversee the maintenance and upgrade of AV equipment, ensuring optimal functionality and integration.

**Other Responsibilities:**

1. Monitor and stay within the established yearly budget of the church for all related ministries.
2. Participate in the larger life of the congregation, such as fellowship, mission, and other congregational activities.
3. Plan for and participate in professional growth and development.
4. Perform such other duties as may from time to time be assigned by the Senior Minister.



### **Preferred Qualifications**

1. Experience leading worship vocally and instrumentally.
2. Demonstrated ability to lead and motivate a diverse team effectively.
3. Skills in managing conflicts and facilitating a positive and collaborative team environment.
4. Experience in managing projects and coordinating multiple aspects of worship services and events.
5. Audio/Visual equipment experience.

### **Evaluation and Compensation**

1. Works directly for and is accountable to the Senior Minister
2. Compensation is reviewed annually