

Worship Director

1 SUMMARY

The Director of Worship is responsible for working with the pastor(s) to cultivate and maintain a vibrant, healthy worship life at Brookfield Lutheran Church that connects people to life in Jesus. This person will evaluate, recommend, and execute strategies and goals for both traditional and contemporary worship that align with the congregation's mission, vision, values, and behaviors. While there are many aspects to this role, the priorities are 1) the ability to manage the details of the entire worship environment, 2) oversee the technical aspects of worship (both in person and virtual), and 3) provide musical direction in worship.

2 REPORTING

The Director of Worship reports to the Senior Pastor. You are also responsible for collaborating with the Worship Committee to accomplish the above focus. You will oversee other full-time and part-time staff and volunteers in the area of worship.

3 ROLES AND RESPONSIBILITIES

3.1 Culture

- Provide spiritual leadership to the other staff and volunteers in the area of worship.
- Create an environment where music emphasizes and draws people into the Word of God and helps reinforce and express their relationship with God.
- Nurture, shape, and monitor a holy, spiritual experience in every service. Design for an optimal experience, both in person and virtual.
- Create a welcoming destination for members and visitors. Use your gifts and ministry to grow the Church.
- Connect music to sermons and inspire people to think differently both in terms of their attitudes and their connections with God, the spiritual family, and the community.
- Embrace and enhance the diversity of traditional and contemporary formats.
- Make special events (weddings, funerals, etc.) special and create memories that connect people with God and with each other.
- Continually assess the congregation's "temperature" through formal and informal channels and work with members to find solutions to challenges. Advance the kingdom of God via building relationships and resolving problems in a God-pleasing way.
- Protect and nurture relationships. Work with the board, staff, volunteers, and members to foster an environment of trust, rich feedback, and high performing teams.

3.2 Talent

- Be a talent champion. Attract talent, nurture talent, inspire talent to grow and develop from both within and outside the congregation (within the congregation is the first priority).
- Make serving in the area of worship a "destination" where people long to use their gifts.

3.3 Change Management

- Execute effective change management to help accomplish the strategies and goals identified to accomplish the primary purpose(s) of corporate worship.

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- Challenge status quo. Inspire leaders and volunteers to continually improve performance, teamwork, programs, and results.
- Provide context. Help board, staff, volunteers and members anticipate the changing needs of the congregation and mission and adjust accordingly.
- Be a good partner. Take the lead on worship issues and work collaboratively to include others' perspectives and suggestions into your ministry to make it more effective. Care about, be involved in, support, and provide insights to other missions and ministries to help make them more effective. Work collectively to help people grow as followers of Jesus.
- Relentlessly pursue excellence through continuous improvement of processes, systems, tools, and technology.
- Balance and prioritize: strategy and tactics, change and tradition, in person and virtual, thinking and action, future planning and real time work, policy and common sense.

3.4 Strategy

- Embrace the congregation's mission and vision. Design, implement, and assess worship programs that help propel the congregation and kingdom forward.
- Provide leadership to and oversee other music staff and volunteers and insure proper planning and coordination of all services and other special events.
- Take lead on major change initiatives such as virtual worship.

3.5 Resources

- Research, procure and maintain resources, including lighting, sound, video, staging, instruments, and others, that provide an optimal experience in person and virtually.
- Advance the technology of the church so as to enable better discipleship of existing members, development of new believers, and connection to the community.
- Deliver "best in class" experiences for both in person and virtual worshipers.

3.6 Stewardship

- Be a budget hawk. Provide leadership and guidance towards resource needs role modelling fiscal stewardship of congregational funds.
- Create and manage worship budget. Work with and across other ministries to ensure appropriate resources to fulfil the collective mission of the congregation.

4 KNOWLEDGE, SKILLS, AND ABILITIES

4.1 Education

- Minimum of a BA degree in music or music education, or equivalent experience.
- Further studies in sacred music, theology or Bible beneficial.

4.2 Experience

- A minimum of five years of experience leading worship for a church.

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- A proven track record of managing all details in the worship experience.
- Experience recruiting and leading volunteers.

4.3 Technical Skills

- Proven ability with music (vocal/instrumental).
- Extensive knowledge of Microsoft Office programs and Google docs capabilities.
- Prior experience using church planning software (Planning Center Online) or aptitude to learn.
- Strong knowledge of worship tech and components (video, lighting, sound, streaming).

4.4 Behavioral Attributes

- Personal relationship with Jesus Christ.
- Effectively and genuinely capable of interacting with the congregation while leading worship.
- Passion for excellence in contemporary and traditional worship.
- Ability to listen to and communicate with people of all ages and musical backgrounds.
- Skills for researching issues involved in worship and ability to deploy corrective actions in resolution.
- Sensitivity to what makes worship effective – able to discern the congregation's perspective.
- The ability to develop and maintain interpersonal relationships.
- Exceptional oral and written communication skills.
- The ability to solve practical problems and deal with a variety of different situations.
- A high degree of adaptability and flexibility to operate in a fast paced work environment.
- The ability to have an impact and influence on people and outcomes.