

March 24, 2014

Dear Pastor [REDACTED],

I promised [REDACTED] I'd send a job description for the position of Worship Director. Worship is a developing area in your church. You need a primary worship LEADER who is a musician for each service, and a worship DIRECTOR to oversee the development of worship. Sometimes that is two different people. For [REDACTED], it may be one person.

The PRIMARY role of a musician that is an up-front worship LEADER is to usher persons into the presence of Christ through music and song. The PRIMARY role of the worship DIRECTOR is to build a worship arts ministry. That means recruiting, developing systems, making sure everything runs well every time there is a public worship service, among other things. The worship DIRECTOR, along with the lead pastor, creates the ethos for worship in your church and sees to it that you develop it with quality and appropriate expression for *your mission field and context*.

[REDACTED]

The public gathering is for praising God, but it's always in a language that people understand or it's not relevant to them. It must be relevant for them to praise God, and so the worship leader must be from and be able to speak to the mission field. The lead pastor casts the vision for worship overall, and for new services to reach new mission fields. The Worship Director is a key part of that discussion and implementation.

On the next page are the main areas of development for the Worship Director. It's not exhaustive, and it will evolve regardless of where you start.

God bless you in your journey to serve God and expand the boundaries of your church.

Cathy Townley

General Oversight

Developing systems, including:

Raising up paid and non-paid staff to develop as area managers for things like video, technology, children's choirs, children's bands, new worship services

Keeping the vision for quality and spiritual growth before everyone

Addressing all areas of worship development with organization to reach a desired outcome

Improving quality in all areas, possibly including:

Creating some feedback systems directly with the persons that are involved

Developing an audition system ... not to keep people out, but to place them in the right spot in music ministries and also to discern spiritual maturity, especially for specialized worship leading (hosts, praise band singer-leader/s, other)

Apprenticing

Offering training (as you have been with choirs; tech training, hosts, graphics)

Keeping the main thing the main thing:

Continuously casting the vision for worship in your church

Reminding up front leaders and persons in seats that they are all worship leaders *as they worship God*

Understanding that worship is our relationship with God 24x7, and more than just an hour a week of the worship service

INVITING, ENCOURAGING, AND SENDING for *every worship service*

Specific Responsibilities

Developing The Chancel Choir. A large, strong, high quality chancel choir is essential for traditional worship. Though your first service is somewhat blended, it is basically a traditional service and so you need a growing chancel choir.

Continue to grow the chancel choir in numbers by developing an invitational DNA

Continue to develop the quality of the chancel choir

Develop strong musical expression for the weeks the choir has off

Make sure choirs sing all summer on this same schedule

Overseeing the development of additional choirs. You will need children's choirs that have similar ethos to the chancel choir; in other words, they're growing, invitational, vibrant, and good quality.

Begin to instill the same invitational DNA into the other choirs

Keep training other leaders to grow their choirs numerically and in quality

Find a strong leader for Hand Bells

Create performance schedule for choirs

Keeping abreast of current musical styles as expressed chorally

Increasing Musical Presence During Worship

- Raising up more musicians in the church that are of different ages
- Increase instrumentation during worship for different styles
- Develop someone in your midst who can communicate with younger people
- Create a system of quality improvement for everyone ... includes feedback
- May begin to develop an "audition" system to discern ability and spiritual maturity
- Creating an INVITATIONAL DNA so that you include musicians that aren't members -- singers, instrumentalists, kids, adults
- Keeping abreast of the latest musical styles, both Christian and secular

Engaging Worship service hosts

- Raising up various up front hosts to welcome and lead the first part of the service
- Finding called and gifted people who represent various demographics in your church
- Developing a schedule for their leadership
- Implementing electronic scheduling (PlanningCenterOnline - PCO)
- Developing a feedback system for training and quality improvement

Identifying spots in the worship service for creativity

- With your pastor, creating a flow of worship that is engaging, high quality, and expressive of the reality of God *so that* you offer consistent opportunities for worshippers to experience God
- With your pastor, deciding which areas in your service should change periodically
- Creating various work teams and communities to develop worship creatively
- Keeping it simple
- Keeping it high quality

Recruiting and organizing creative expression for worship, on the altar and in the room

- Developing talent
- Finding sub-leaders who might develop talent in various areas
- Areas can include: drama, video, music, art
- Creating contemporary visual expressions for the worship space

Overseeing technology

- Improving the use of screen (see my article, free download, on my website)
- Contemporizing visuals
- Finding someone else to develop it, casting the vision for it
- Tech booth training *you need a tech booth specialist that can develop a ministry of volunteers. It's a strong entry point for people, younger, older, male female. May wind up being a paid position. Someone who can keep technology moving forward. It's one of the first places where churches become "dated"*
- Improve technology over all -- see to upgrades