

Ventura Missionary Church

Worship Director

Job Description

Job Title: Worship Director

Reports To: Lead Pastor

Classification: Full-Time Exempt Position

Job Description

The purpose of the Worship Director is to help our congregation live and share the transforming love of Jesus by creating meaningful worship environments, developing teams, leading worship, and helping people grow closer to God and more like Jesus.

Primary Responsibilities

The following is a working list and may be adjusted at any time by the supervisor:

- Lead worship regularly on Sunday mornings.
- Lead weekly rehearsals.
- Work four weeks ahead to schedule worship team members and select songs for Sunday mornings.
- Ensure that the songs we sing are in theological alignment with Missionary Church doctrine.
- Participate in weekend service planning meetings.
- Develop worship leaders, vocalists, and musicians who create meaningful worship environments in our Sunday morning services and special events.
- Shepherd and pastor the worship team members.
- Support the Student Ministry worship leader.
- Lead worship at youth group once a month, participate in additional special events as assigned.
- Participate in planning for major special events, including Christmas Eve and Easter services.
- Provide an average of 2.5 hours of worship leading and ministry support to Ventura Missionary School, including regularly leading Middle School and Elementary chapels as well as designated special events.
- Create a thriving culture of prayer and worship in our church by helping our congregation incorporate worship and prayer into their daily lives.
- Manage and curate a Ventura Missionary Church Spotify playlist of current and recommended worship songs.
- Lead worship for special events such as Worship Nights, Men's and Women's Events, and Youth Events.
- Other duties as assigned.

Relationships

This position will report directly to the Lead Pastor, work closely with the Tech Director, Associate Pastor of Discipleship, and VMS Principal, as well as other staff and ministry directors, and will directly supervise the following:

- Worship Team members
- Additional staff members (as assigned)

Additional Expectations

- Office hours 8:30 am – 4:30 pm M-Th.
- Attend staff prayer 2x week (Monday plus one additional day).
- Weekly meetings with supervisor.
- Weekly meeting with tech director.
- Weekly rehearsals.

Qualifications and Gifts

Worship Director needs to agree with Ventura Missionary Church's Statement of Faith and agree to employment subject to and conditioned upon a lifestyle consistent with that Statement of Faith. This position must have a philosophy of ministry that is aligned with Scripture, with our Statement of Faith, and with our Core Values and Vision. Gifts that are consistent with this role are: Leadership, Pastor/Shepherd, Exhortation, Discernment, and Encouragement.

Knowledge, Skills and Abilities:

- Love for God and His church
- Possess a deep, abiding relationship with God
- Strong Bible knowledge
- 4+ years of experience in worship leading in a church setting
- 4-year ministry-related degree (preferred)
- Excellent musicianship and ability to direct other musicians
- Strong leadership skills
- Excellent verbal and written communication skills
- Ability to lead and organize adults and students into functional ministry teams
- Strong work ethic
- Problem-solving and conflict resolution techniques
- Operate in a team environment, often working cross-functionally with other teams
- Biblical qualifications for ministry leadership
- Ability to build and lead teams of volunteers
- Casting vision and communicating values to volunteer teams

Selection Process

The Lead Pastor will supervise the selection process for this position, in collaboration with the Human Resources Director, with input from a selection team of staff and lay leaders.

Compensation

The compensation for this position will be determined based on established salary ranges for Director level on the Ventura Missionary Church compensation bracket, taking into consideration experience and education. Starting salary will be 70,304.00-79,092.00 annually.

Appraisal and Review

This position will receive a 90-day review and an annual review from the Lead Pastor. The reviews will be in a written form, using a review document approved by the HR Department. Each review will (1) set objectives and goals for the coming year, and (2) review performance and ministry objectives from the previous year.