



Title: Director of Worship Ministries
Staff Grade: Full-Time (+40 hrs/wk), Exempt, Benefit Eligible
Supervises: Director of Choirs and other worship personnel as assigned
Supervised by: Senior Pastor & Chief of Staff
Category: Ministry Staff, Worship Team, & Program Staff

POSITION SUMMARY

The **Director of Worship** provides vision, leadership and direction for the entire worship ministry of JW Church, with primary hands-on responsibility for modern worship. The Director's foremost responsibility is to create and lead modern worship experiences characterized by strong congregational engagement, authentic Christian worship, musical excellence and compelling platform leadership. **The Director** also provides leadership to the broader Worship Department, including supervision and development of traditional worship through the Director of Choirs and close collaboration with the Production Director. **The Director** is expected to be a mature Christian leader who embraces JW's mission, becomes meaningfully integrated into the life of the church, develops people, builds teams and contributes positively to the larger staff culture.

KEY DELIVERABLES

1. A compelling modern worship experience

Modern worship demonstrates increasing congregational participation and engagement and is characterized by authentic leadership, appropriate energy, musical excellence and a clear sense that the congregation is participating rather than observing a performance.

2. A healthy and growing worship team

The Director consistently recruits, develops and retains musicians, vocalists and worship leaders so that JW develops increasing depth rather than depending upon a handful of people.

3. A developing traditional worship ministry

Traditional worship has clear direction and continues developing musically, spiritually and congregationally. The Director of Choirs understands expectations and receives appropriate leadership, coaching and accountability.

4. One cohesive Worship Department

Modern worship, traditional worship and production operate as complementary expressions of JW's worship ministry rather than independent silos.

5. Reliable Sunday execution

Services are planned sufficiently in advance. Musicians know when they are serving. Music and arrangements are communicated. Production requirements are coordinated. Last-minute emergencies are exceptions rather than the normal operating system.

6. Alignment with the Senior Pastor's worship vision

The Director understands the Senior Pastor's desired direction for both modern and traditional worship and possesses enough creativity and leadership authority to translate that vision into actual worship experiences.

7. A ministry that develops people

Volunteers aren't simply used to accomplish Sunday worship. Musicians, vocalists and leaders are coached, challenged, encouraged and given opportunities to grow.

PRIMARY RESPONSIBILITIES

Modern Worship

Lead modern worship regularly; select songs and develop service flow; lead rehearsals; develop arrangements; recruit and audition musicians and vocalists; develop additional worship leaders; and continually evaluate congregational engagement and worship effectiveness.

Traditional Worship Leadership

Supervise the Director of Choirs; establish expectations and direction for traditional worship; collaborate on repertoire, special services and worship development; evaluate ministry effectiveness; and help translate the Senior Pastor's vision into the traditional worship environment.

Department Leadership

Lead the Worship Department as a unified ministry; build healthy relationships among worship and production personnel; develop volunteers and staff; establish appropriate CRPs; manage worship-related resources and budget; and participate in staff planning and evaluation.

Planning & Administration

Maintain the worship calendar; schedule musicians and vocalists; communicate music and rehearsal information; plan services sufficiently in advance; coordinate with the Production Director; manage substitutions; participate in special-service planning; maintain appropriate worship records; and follow established church scheduling and communications processes.

Team & Congregational Leadership

Develop a healthy worship-team culture; build relationships with volunteers; recruit new participants; create opportunities for emerging leaders; participate meaningfully in the broader life of JW; collaborate with other staff; and consistently model JW staff culture.

CANDIDATE PROFILE

The strongest candidate will be an **exceptional modern worship leader with unusual ability to engage a congregation**. They will possess compelling but authentic stage presence, strong musical ability and enough leadership capacity to build teams and lead a multi-expression worship department. They **do** need sufficient organizational discipline to plan, communicate, follow through and lead others effectively. Above all, they should demonstrate the mature Christian character from which healthy leadership, confidence, teamwork and investment in the church naturally flow.

Working Conditions

Position has a schedule of 40+ hours per week. Regular working days are Sunday – Thursday, unless events are required on Friday/Saturday.