

LAKEWOOD

CHURCH

Position: Director of Worship Ministries

Reports to: Lead Pastor

Supervises: Worship Team, volunteers and other involved in worship as required

General Description: Responsibilities include leading worship services, discipling and overseeing the worship team, and working with church staff. Candidates should have extensive music, worship ministry, and leadership experience.

This is a full-time position with eligibility for insurance benefits and accrued vacation. The Director of Worship Ministries is expected to work at least 35 hours per week over minimum of five (5) days per week.

Education: A degree in worship leadership and/or music (vocal or instrumental) would be helpful but not required for the successful candidate. Work experience can replace educational credentials. Information literacy skills (personal computer, internet, email, etc.) is required.

Qualifications:

Spiritual Maturity:

As Director of Worship Ministries, the candidate must demonstrate a deep personal faith and a vibrant relationship with God. They must be a disciple/follower of Jesus Christ, professing Him openly as Savior and Lord, and must demonstrate that belief through character, daily conduct, speech, and reputation. They must possess a genuine love for worship and a desire to lead others into a deeper experience of worship. They should also have a good understanding of biblical principles and be able to integrate them into the worship services.

Leadership Skills:

The Director of Worship Ministries must exhibit strong leadership qualities. They must possess a high level of buy-in with the church's mission, vision, and strategy and must be highly organized. They must be able to effectively communicate their vision for worship, lead and guide their team in worship and prayer, and coordinate well with other church staff. They must also have the ability to inspire and engage the congregation in worship. The character traits Lakewood most seeks in the successful candidate are spirituality, passion (for God, for worship, for Lakewood), teachability (humbleness), initiative, and versatility.

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Musical Proficiency:

A strong foundation in music is essential. The candidate must demonstrate proficiency in playing at least one instrument, such as guitar, piano, or drums. They should also have a good understanding of music theory and be able to lead different types of musical groups effectively.

Experience in Music Ministry:

Prior experience in leading worship in a church setting is required. Any experience a candidate may have in the music industry, worship team coordination, organizing rehearsals, and leading worship services help demonstrate the candidate's ability to fulfill the position effectively.

Vocal Abilities:

The Director of Worship Ministries should possess strong vocal skills, including good pitch, tone, and projection. They must be able to lead congregational singing, participate in and lead two-part, multipart, ensemble, etc. singing and playing, and deliver solos with confidence and excellence.

Broad knowledge of worship music:

The candidate must have a broad knowledge of various worship music genres, including contemporary Christian, gospel, hymns, and multicultural worship songs. They must be able to select songs that resonate with the congregation and align with the overall worship vision.

Interpersonal and Communication Skills:

The Director of Worship Ministries should have a positive attitude and excellent interpersonal skills. They must demonstrate strong attention to detail and possess a "can-do" attitude. They must be a team player, leading people, such as musicians, vocalists, volunteers, technical teams, and the congregation. This will help to foster a collaborative and supportive worship environment.

Continuous Learning:

A willingness to learn and grow is important for a Director of Worship Ministries. They should be open to feedback, actively seek opportunities for personal and professional development, and stay updated with current trends and practices in worship leading.

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Key Responsibilities:

- In cooperation with the Lead Pastor, the Director of Worship Ministries is responsible for the development, implementation and administration of all aspects of the worship experience at Lakewood.
- Plan, prepare, and lead worship in church services, ensuring a spiritually engaging and meaningful experience for the Lakewood community.
- Appropriately select music that aligns with the sermon plan and purpose of each service. Arrange songs in a way that creates a cohesive and impactful worship flow.
- Coordinate and lead rehearsals with musicians, vocalists, and other worship team members to ensure a polished and synchronized performance.
- Give clear direction to musicians and vocalists during rehearsals and worship services, ensuring proper dynamics, timing, and musical interpretation.
- Prayerfully create an atmosphere that encourages and facilitates worship. Lead congregational singing, modeling a heartfelt and authentic expression of praise and adoration to glorify God.
- Work closely with Lead Pastor, musicians, choirs, and technical teams to ensure seamless coordination during church services. Provide leadership and guidance to foster teamwork and unity.
- Collaborate with Director of Production regarding audio, lighting, and visual to ensure that the technical aspects of worship, such as sound levels, stage lighting and projection are functioning properly during church services and set to appropriate levels for the enjoyment of and participation in worship. This collaboration also includes providing weekly song lyrics for music slides to be incorporated into services.
- Provide assistance to Lead Pastor in finding and scheduling performers and for planning and execution of worship needs for funerals and other special services as needed and requested.
- Stay updated with current worship music trends and techniques. Expand musical repertoire and skill set to bring variety and excellence to worship services, utilizing instrumental music, knowledge of music theory, and more.
- Disciple the Worship Team to spiritual maturity by utilization of Lakewood's Discipleship Pathway and Ministry Action Plans (MAP) to provide guidance, encouragement, support, and mentoring to team members for their spiritual growth, musical development, and personal well-being.

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- Schedule, organize (set agenda, invite participants, reserve meeting space, etc.) and lead weekly worship meetings under the direction of Lead Pastor. These weekly meetings are held for the purpose of finalizing details for the week's worship services and other worship activities. This time is also set aside for the Worship Team to contribute ideas, share feedback, and collaborate on worship for upcoming church services and future worship activities.
- Attendance at and participation in weekly staff meetings is also required.
- Cultivate a growing relationship with God through prayer, Bible study, and spiritual discipline. Continually seek personal and spiritual growth to lead others in worship effectively.

Salary & Benefits:

- Salary commensurate with experience
- Health, Vision, and Dental Insurance available
- Eligible for Retirement Plan after 1 year employment
- 2 weeks paid vacation

Terms of Employment:

- 90-Day Probation Period
- Annual reviews and Termination of Employment will be at the direction of the Lead Pastor and Staff/Parish Relations Chair based on guidelines as outlined in the Employee Handbook.

Compensation

- Paid on the 15th and 30th of each month according to established pay schedule.
- Vacation and time off set as outlined in the Employee Handbook.