



Job Description:

Worship Director

DEPARTMENT:
Campus Ministries

MINISTRY GOAL

Championing the Chapel's DNA by maximizing the effectiveness of the weekend experience through music and by drawing people into the presence of God through powerful worship, leading and shepherding campus worship teams, overseeing all aspects of planning and execution in order to stay musically in line with the purpose of the ministry, communicating effectively with worship team volunteers and other volunteers that support and align with the worship ministry and by contributing to the Central Arts creative process.

GENERAL REQUIREMENTS

Alignment with and support of the Chapel Staff Expectations (as outlined in the Chapel Application for Employment and The Chapel Staff Handbook).

The five key areas of value (see our Staff Handbook for details):

- i. **Culture** – Fully embraces and embodies The Chapel's identity and consistently demonstrates it in everyday life
- ii. **Character** - Holistically healthy, inspiring to others, and becomes more like Jesus every day
- iii. **Commitment** – Defined by a revolutionary commitment to, and personal sacrifice for, the cause of Jesus Christ
- iv. **Community** – Lives authentically and transparently in community and infuses life into the people around them, naturally helping them to become more like Jesus
- v. **Competence** – Diligently strives for and achieves high levels of performance in the role (as listed below)

Additionally, the Worship Director must fulfill the following expectations:

- The Worship Director must have a strong relationship with God, as evidenced by a healthy devotional and moral lifestyle.
- The Worship Director must have a strong family life, as evidenced by the quality of the relationship with their spouse, their relationship with their children and have the ability to effectively manage their finances.
- The Worship Director must be an example of the type of Christ follower that we want our people to become. They must:
 - Embrace The Chapel's vision
 - Unreservedly hold to The Chapel's statement of beliefs
 - Practice The Chapel's approach to ministry

- Embody The Chapel's culture
- Be loyal both to God and The Chapel
- The Worship Director must be someone that effectively develops personal relationships.
 - They must be authentic, joyful, and winsome.
 - They must be loving toward people, prioritizing others ahead of themselves, and engendering trust from those that they lead.
 - They must be inspiring, motivating others to sacrifice for God.
- The Worship Director must be someone that communicates well informally.
 - Their interpersonal communications should be warm and engaging.
 - Their upfront communications should be both relational and inspiring.
- The Worship Director must be someone that excels as an action-oriented leader.
 - They must be able to select, align and lead leaders toward The Chapel's vision.
 - They must demonstrate excellence in leading the congregation spiritually.
 - They must demonstrate excellence in being a professional-level musician.

ROLE RESPONSIBILITIES

The responsibilities of the Worship Director are as follows:

- A. Champion the Infusion of Chapel Worship DNA within the Worship Experience of our Weekend Services
 - a. Creative alignment with the church culture and philosophy of worship
 - b. Engaging, clear communication and spiritual leadership from the stage
- B. Draw People into the Presence of God through Effective, Excellent and Powerful Worship
 - a. Lead Worship for Weekend Services; DNA to be established by Central Arts and/or the Campus Pastor
 - b. Chart and Arrange a Portion of Music in Support of Campus Initiatives
 - c. Compose Worship and Special Music and Develop Other Composers (if gifted)
- C. Provide Leadership, Coaching and Development for Musicians within the Campus Worship Community
 - a. Oversee all Musical Direction, Band and Vocal Leaders
 - 1. Set Clear Direction for and Expectation of each Team Leader by Helping Him/Her Establish Concrete and Inspiring Objectives for His/Her Team
 - 2. Develop each Team Leader to His/Her Potential through Regular and Effective Coaching
 - 3. Expand the Leadership Base of the Ministry by Identifying, Inspiring and Mobilizing Future Leaders

- b. Run Effective Rehearsals
 - 1. Work with Campus Administrative Support to Print/Copy Needed Material
 - 2. Provide Strong Spiritual and Musical Direction/Leadership of Band and Vocal Volunteers during Rehearsals
 - c. Participate in Audition Processes
 - d. Schedule Serving Teams
 - e. Shepherd Volunteers
 - f. Work with Central Arts to meet Identified Training Needs for Volunteers
- D. Build Christ-Centered Relationships with:
- a. Campus Pastor and Staff
 - b. Central Arts Leadership and Staff
 - c. Campus Volunteers
 - d. Campus Congregation
- E. Participate in the Central Arts/Worship Planning Team and Contribute Creative Worship Music Ideas on a Regular Basis and as necessary
- a. Choose Worship Music & Special Music for Weekend Experiences; DNA to be established by Central Arts with a consensus from Campus Programming Team
- F. Manage the Campus Worship Ministry and Partner with other Campus Ministries to Meet their Needs
- G. Create an Environment that Supports Feedback, Opinions and Ideas from Those in and around the Ministry; as well as a Culture that Regularly seeks God and Celebrates the Fruit He has Provided
- a. Evaluate Worship Services
 - b. Solicit Feedback from Teams and Trusted Congregants

CORE COMPETENCIES AND KEY BEHAVIORS

1. Catalytic Worshipper

A catalytic worshipper models a life of worship, leads compelling worship sets, and inspires and positions others to encounter God during times of corporate worship.

- Casts a compelling vision for the role of worship
- Plans excellent worship sets
- Leads the congregation on a "worship journey" to encounter God
- Removes the relational "invisible wall" between the stage and the congregation
- Adds vocal strength to the worship experience
- Sings with the congregation (and not at them) and in such a way that that the congregation can easily follow their vocal leading

2. Team Player

The Team Player recognizes and appreciates the significance of what it means to work as part of a high capacity team. He/she honors his/her teammates and

serves them well, while staying focused upon the unique needs of his/her campus.

- Contributes to a healthy team experience of The Chapel's dynamic matrix leadership organization (healthy team dynamics, biblical advocacy, humility and servanthood)
- Establishes and maintains a healthy team environment among campus staff and volunteers
- Influences the beliefs, attitudes and behavior of staff and volunteers, including peers, supervisors and direct reports
- Collaborates with local church leaders through Christ Together to advance the kingdom

3. Musical Aptitude

An individual with musical aptitude is a skilled instrumentalist or vocalist.

- Sings or plays on pitch
- Demonstrates knowledge and skill of harmony, rhythm and timing
- Reads music
- Is able to improvise as needed
- Demonstrates good team work and people skills

4. Community Builder

A community builder champions the building of transformational community by living out, communicating the value of and actively developing biblical community.

- Attracts others by being authentic, joyful, inspiring and loving
- Demonstrates relational availability, accessibility and openness
- Displays and encourages others-centeredness in action and speech
- Reaches out to new individuals and models inclusivity
- Asks engaging questions and seeks to draw others into conversation
- Seeks to understand others and builds a non-judgmental culture
- Exercises focus and intentionality in strengthening relationships
- Lives out and passes on the value and importance of healthy relationships and biblical community
- Resolves conflict biblically and graciously replicates that approach in others

5. Recruiter

A recruiter connects an individual with meaningful ministry opportunities that enable him/her to use his/her gifts, talents and passions.

- Demonstrates an understanding of and alignment with Chapel DNA and values
- Is aware of the specific serving opportunities that exist within a ministry and can articulate the core competencies and key behaviors of those opportunities
- Engages others in a winsome, inviting and engaging manner
- Listens effectively to determine another's gifts, skills and passions
- Discerns potential ministry opportunities that fit the individuals gifts, skills and passions

- Presents a compelling vision for a ministry opportunity, clearly articulating the ways in which that opportunity advances God's kingdom
- Makes a compelling ask to the potential volunteer to join his/her ministry team
- Follows up on the ask and provides information, support and prayer throughout the decision making process
- Connects the individual with ministry team or researches/recommends other potential ministry opportunities for the individual

6. Team Leader

A team leader oversees a ministry team, promotes ministry excellence and inspires growth in others through support and feedback.

- Shepherds the team by providing devotional leadership, counsel and meaningful spiritual encouragement
- Provides resources and training
- Sets clear expectations and holds team members accountable for them
- Coaches the team to know what a "win" looks like
- Provides clear, timely, specific and actionable feedback to promote growth among team members
- Expresses appreciation, values team contributions and gives sincere verbal affirmation as frequently as possible
- Positions the team for success by leveraging the talents of team members with a keen understanding of their strengths and limitations
- Models a commitment to consistently raise the overall level of excellence

7. Standard-Bearer

A standard-bearer champions the Chapel's DNA, message, values and ministry approach, drives for excellence, lives a life of actively rediscovering God and inspires others to do the same.

- Pursues a vibrant, authentic and inspiring relationship with Christ
- Champions the Chapel's DNA, message, values and ministry approach
- Guards our DNA by identifying and correcting drift
- Tells stories that exemplify our DNA
- Embodies a tireless passion for advancing God's kingdom
- Owns a personal vision of and passion for spiritual awakening
- Models and inspires others toward a lifestyle of actively rediscovering God
- Drives for mission accomplishment and continuous improvement
- Leads ministry teams toward alignment to centralized strategies, processes and procedures
- Maintains ministry environments and materials to our standard of excellence
- Demonstrates full support of Chapel leadership

AVERAGE HOURS PER WEEK: Full-time, 40+ hours per week
(Depending on campus size) Part-time, 20+ hours per week

SUPERVISOR: Campus Pastor