Position: Worship Director

Reports to: Teaching Pastor
Job Status: Full Time Salary / Exempt

Job Description

The Worship Director leads the worship ministry at Five Stones Church, creating worship experiences that encourage participation, engagement, and spiritual growth. This role is for a high capacity leader who develops worship teams and servant leaders, guides worship programming and service planning, and fosters a culture of humility, unity, excellence, and authenticity. The Worship Director collaborates with the Teaching Pastor and other staff to support the mission, values, and overall direction of Five Stones Church.

Responsibilities

- Model humility, unity, trust, and faithfulness within staff and servant leader culture, strengthening collaboration and shared ownership across the church.
- Establish and evaluate worship ministry priorities and initiatives that support the overall direction of the church.
- Recruit and develop teams that are spiritually healthy, relationally connected, and musically prepared.
- Develop a healthy worship culture that encourages spiritual growth, excellence, authenticity, collaboration, and service.
- Plan, oversee, and execute worship including flow, transitions, production, cues, and other elements necessary for Sunday services, holiday services, and special events.
- Collaborate with the Teaching Pastor to understand and incorporate the big idea of each message into worship programming through music that is theologically sound and culturally relevant.
- Lead and coordinate regular rehearsals, providing musical and technical training to develop the skills and abilities of the worship team.
- Coordinate the scheduling and development of contract musicians and worship ministry servant leaders, including worship, AVL, production, and other support roles.
- Work with the Student Pastor to support and develop the student worship team and student worship services.
- Evaluate and implement creative programming, technology, and resources that enhance worship services and support the effectiveness of the worship ministry.
- Create, maintain, and organize worship resources, including Multitracks, stems, rehearsal tracks, master files, and Multitracks copyright licenses, including rehearsal and sync/broadcast mix standards.
- Oversee the use of Planning Center for worship planning and resources, including charts, rehearsal tracks, CC Studio recordings, scheduling, and other applicable tools.
- Manage ministry budgets responsibly within established financial parameters.
- Plan and oversee the logistics of worship events and meetings, including forms, calendar and security requests, communication requests, food, supplies, and other necessary details.

- Collaborate with appropriate staff and departments to ensure worship-related communication, production, events, purchasing, and other ministry needs are completed according to established procedures and timelines.
- Assist with other tasks as assigned.

Qualifications and Skills

- A growing and vibrant relationship with Christ and alignment with the spiritual and cultural values of Five Stones Church.
- Demonstrates the ability to evaluate worship music and creative elements through a biblical and theological lens.
- A partner of Five Stones Church or willing to become a partner.
- A person of integrity, authenticity, and humility, marked by a servant's heart, emotional maturity, and a commitment to building trust.
- Proven ability to lead, develop, and empower leaders and volunteer teams through relational investment, clear expectations, and encouragement.
- Strong relational and emotional intelligence, with the ability to build trust and communicate clearly and effectively.
- Demonstrates sound judgment, discretion, and faithfulness in handling confidential and sensitive matters.
- Strong organizational and leadership skills, with the ability to manage multiple responsibilities while remaining people-focused.
- Receptive to constructive feedback and committed to ongoing spiritual growth, self-awareness, and continual development as a leader and disciple of Jesus.
- Action-oriented, with focus, passion, initiative, and the ability to take appropriate action when something needs to be done.
- Experienced / skilled vocalist, instrumentalist, and technician, with the ability to lead and support worship services and events.
- Able to select, arrange, and perform music across a wide variety of musical styles.
- Familiarity with audio, visual, and production equipment used in worship services.
- Demonstrates an engaging and authentic stage presence.
- Comfortable using digital tools to support communication, organization, planning, and ministry coordination.
- Ability to meet the physical and practical requirements of the role, including adequate vision, hearing, and speech; ability to lift up to 35 pounds; and a valid driver's license.

Experience

- Bachelor's degree in music (equivalent experience may be considered).
- Significant experience leading worship, developing worship teams, and planning worship services in a local church setting (or similar setting).
- Demonstrated experience working collaboratively and building strong relationships with others.
- A working knowledge of sound, lighting, video projection, etc.

The statements on this document are intended to describe the general nature and level of work being performed by individuals assigned to this position. It is not intended to be an exhaustive list of all duties, responsibilities, and skills required of employees. Five Stones Church reserves the right to revise the position, its job functions, minimum qualifications, and other aspects of the position in any way at any time.