



Worship Director - Jamestown Harbor Church

Position Description

Full-time/salary

MISSION

The Worship Director will help people find their way back to God by providing direct leadership of the worship ministry and teams at Jamestown Harbor Church as well as collaborative ministry throughout Harbor Churches.

MINISTRY ROLES:

The Worship Director serves as a member of the Jamestown Harbor Church staff and is responsible to the Lead Pastor for the following:

- Shepherding and leadership of the worship team volunteers for Jamestown Harbor Church.
- Oversight and Leadership of worship planning and implementation for Jamestown Harbor Church.
- Oversight and management of worship technology and tech teams for Jamestown Harbor Church.

The Worship Director also serves as a resource to Harbor Churches campuses and is responsible to the Multi-Site Director for the following:

- Providing development and equipping opportunities for musicians and worship leaders for assigned Harbor Churches campuses.
- Leading creative and collaborative worship series design for assigned Harbor Churches campuses.

SPECIFIC OUTCOMES - CAMPUS WORSHIP VOLUNTEER TEAMS

The Worship Director shepherds, leads and manages all worship and tech team volunteers for Jamestown Harbor church

- Result #1:** The Worship Director has met regularly with volunteers for the purpose of building relations and shepherding (ideally, at least 2x per week).
- Result #2:** The Worship Director has designed a strategy of team meetings and gatherings that help team members find belonging, care and relational connection
- Result #3:** The Worship Director has recruited and trained enough volunteers to maintain multiple options for each band position.
- Result #4:** The Worship Director has effectively recruited, trained and equipped volunteer team leaders in areas of worship (2) and tech (1).
- RESULT #5:** The Worship Director has managed all the regular details for weekly worship in a way that leaves volunteers and staff feeling prepared, equipped and excited to carry out their roles.
- Result #6:** The Worship Director has scheduled all worship team members 3 months in advance and has sent PCO requests at least one month in advance.
- Result #7:** The Worship Director has designed a rehearsal format and agenda to best equip worship volunteers and has helped facilitate and lead rehearsals.

SPECIFIC OUTCOMES - WORSHIP PLANNING & IMPLEMENTATION

The Worship Director oversees, implements and executes all planning for Sunday worship services.

- Result #8:** The Worship Director has developed and directed a weekly worship planning meeting to provide nuts & bolts for weekly worship with the key preacher, worship leader and/or other staff and volunteers.
- Result #9:** The Worship Director has ensured that creative plans for worship service are in place at least 2 weeks ahead of schedule and has managed all the details of incorporating creative design elements into worship services.
- Result #10:** The Worship Director has led worship at least 2 Sundays per month.
- Result #11:** The Worship Director has pulled and prepared whatever music is needed for rehearsals each week.
- Result #12:** The Worship Director has prepared the slideshow for ProPresenter prior to rehearsal on Sunday mornings.

SPECIFIC OUTCOMES - CAMPUS TECHNOLOGY

The Worship Director implements and leads all aspects of the worship technology and tech teams at Jamestown Harbor Church

- Result #13:** The Worship Director has worked with the tech team leader and ensured that volunteers have been recruited, equipped and cared for on tech teams.
- Result #14:** The Worship Director has overseen the purchase, maintenance, and care of tech equipment and church-owned musical equipment.

SPECIFIC OUTCOMES - WORSHIP LEADER AND MUSICIAN DEVELOPMENT

The Worship Director provides equipping for musicians and worship leaders across multiple campuses.

- Result #15:** The Worship Director has ensured that each campus has at least one worship leader-in-training.
- Result #16:** The Worship Director has designed a training process for new worship leaders and has collaboratively implemented it across multiple campuses utilizing other worship directors.
- Result #17:** The Worship Director has designed and implemented a development and training system for musicians in collaboration with multiple campuses. This could include retreats, seminars, weekly jam band, lessons, etc.

SPECIFIC OUTCOMES - COLLABORATIVE AND CREATED WORSHIP PLANNING

The Worship Director leads collaborative and creative worship planning experiences.

- Result #18:** The Worship Director has met 2x/month with worship leaders from all campuses to create templates for worship series and brainstorm optional worship elements for campuses to incorporate.
- Result #19:** The Worship Director has ensured new songs are regularly brainstormed and implemented in campuses in collaboration with campus worship leaders.
- Result #20:** The Worship Director has ensured that every worship series has a creative template and that each worship service has a list of optional worship elements for campuses worship leaders to use.
- Result #21:** The Worship Director has assisted the Multi-Site Director in the worship series creation process.
- Result #22:** The Worship Director has served as the point leader for all collaborative worship experiences across campuses.
- Result #23:** The Worship Director has assisted the Multi-Site Director in identifying and implementing Harbor Churches worship standards.

WORKING RELATIONSHIPS

- Reports to Jamestown Harbor Church Lead Pastor for campus responsibilities.
- Reports to Multi-Site Director for Harbor Churches Responsibilities.
- Works alongside of other Jamestown Harbor Church staff members.
- Works collaboratively with other worship staff from Harbor Churches campuses.
- Provides direction and oversight for staff and volunteers serving in areas of responsibility.

The *Jamestown Harbor Church Worship Director* is a full-time and salaried position. Requirements for the position are a love for the church, a demonstrated ability in staff and team leadership, coaching, equipping and discipleship, strong interpersonal skills, ability and passion for worship leadership, systems development, a capacity for musical leadership, a servant heart, ability to foster unity. Worship leadership experience and/or education is required. As with all church staff positions, the *Jamestown Harbor Church Worship Director* must have a growing relationship with Jesus Christ, an active prayer life, and a servant's heart.