



Worship Pastor – Job Description

Position Objective: To hire and Christ-centered worship leader, who desires to unite with a growing church-planting ministry. The ideal worship leader would be a gifted instrumentalist and singer and gifted team builder; but most importantly, have a desire to join a staff of servants who love Christ and are committed to the mission of connecting unchurched Northern Virginia to Christ.

Church Description: Vine Church exists to connect people to Christ so that their lives can bear Christ's fruit. We do this primarily through worship services that are rooted in the Scriptures and historic faith and relevant to the culture of our communities; church planting in communities that are unreached or underserved with the gospel; and relational discipleship. We currently have two worship sites and three worship services. Our goal is to plant eight additional sites in Northern Virginia / Washington DC area in the next fifteen years. We currently are seeking a full-time team member who will lead and direct worship ministries.

Position Description: Vine Church is currently seeking to hire a full-time Director of Worship Ministries for our growing multi-site church. We desire to hire someone who has gifts in leading worship, planning worship services rooted in Christ and culturally relevant, developing musicians, coordinating teams and volunteers to produce worship services, and developing new ministries. We seek someone who can supervise, grow, equip and encourage staff and volunteers. We currently have two worship sites and three worship services. Our goal is to plant eight additional sites in the next fifteen years.

Qualifications:

1. A clear testimony of faith in Jesus Christ and a vital, growing personal relationship with Him toward the covenant of a Professing Partner in the church.
2. Commitment to the mission, vision, and worship philosophy of Vine Church.
3. Demonstrates excellence as a worship leader.
4. Demonstrates an ability to develop, grow and lead teams of volunteers.
5. Able and willing to serve in other areas of ministry in a growing church-planting environment.

Abilities:

1. A shepherd's heart as well as a musician. Invests in people in the worship ministry and serves them.
2. A heart for the spiritual formation of those in worship ministry.
3. Relational skills and an enthusiastic presence for leading a large church in worship.
4. Skilled in choral, vocal, and instrumental direction.
5. Skilled in organization, administration, and interpersonal relationships.
6. Demonstrated ability to hire and supervise staff persons (paid and unpaid).

7. Skilled in the use of technology in worship and in the use of sound, lighting, computers, Pro Presenter, Planning Center, video projection. Graphic and video editing a plus.
8. Ability to incorporate other art forms as needed.
9. A self-starter.
10. A team player with a positive attitude.

Responsibilities:

1. Build the necessary teams to carry out the worship areas of Vine Church.
2. In conjunction with the pastors and Worship Design Team, plan the corporate worship services with prayer, conceptual forethought, theological accuracy, and musical appropriateness. Ensure that all the musical and technical aspects of the service advance the theme for the day. Oversee song selections, media preparation and presentation, sound and lighting enhancements, and coordination of all instrumentalists, and vocalists.
3. Serve as lead worshiper in all worship services unless mentoring a worship leader.
4. Produce cue sheets.
5. Direct all weekly activities and rehearsals necessary to facilitate worship in services.
6. Provide general supervision for the worship teams.
7. Develop and oversee teams which are integral to worship services (slide people, sound board, worship teams). The Worship Director is responsible for recruiting, organizing, training, and encouraging.
8. Coordinate greeters, ushers, hospitality and/or communion teams that help support worship service.
9. Build contacts and relationships with local musicians, studios, and clubs for both evangelistic and staffing purposes.
10. Set annual goals for your part of the worship ministry that are in line with our vision and then evaluate how those goals were attained or modified during the year.
11. Supervise volunteers and staff through clear communication, ministry planning and implementation, and consistency of expectations and feedback.
12. Connect with Vine guests and follow-up with those interested in music ministry.
13. Participate in outreach events designed to begin relationships with unchurched people.

40 hours/wk.

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| • Sunday Morning 7:45-12:30 | 4.75 |
| • Weekly Rehearsal | 2 hrs. |
| • Worship Design Meeting | 2 hrs. |
| • Supervision of worship space, equipment, etc. | 2hrs. |
| • Prep Time, personal practice time. | 4 hrs. |
| • Outreach to team, recruitment, organization | 4 hrs. |
| • Other jobs as assigned, outreach event, etc. | 3-5 hrs. |
| • Staff meetings | 2 hrs. |
| • Preparation of worship tech (slides, cue sheets) | 3 hrs |
| • Mentoring assistant worship leaders | 2 hrs |
| • Secondary Vine Ministry | 9 hrs |

Pay based on experience and responsibilities (possible benefit – provision of housing)