

Hamilton, Ontario

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MINISTRY PROFILE

**DIRECTOR** *of*  
**WORSHIP ARTS**

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**WEST HIGHLAND**

BAPTIST CHURCH

# POSITION DESCRIPTION

<b>Position Title:</b>	Director of Worship Arts	<b>Hours:</b>	Full-Time
<b>Church Program:</b>	Staff - Worship Arts	<b>Term:</b>	Permanent
<b>Reports to:</b>	Lead Pastor	<b>Method of Appointment:</b>	Recommended by the Lead Pastor, approved by the Elders Board, and elected by the church members
<b>Works Closely With:</b>	Elders Board Ministry Team Support Staff Worship Arts Leadership Teams Worship Arts Deacons		

## Job Purpose

The Director of Worship Arts will oversee all aspects of Worship Ministries, with a specific focus on providing visionary leadership to the worship environment at West Highland. The Director of Worship Arts (DWA) will recruit, equip, resource, and lead a team to create a caring and worshipping community that engages the entire West Highland family in contemporary expressions and styles of worship. The DWA will also oversee all Technical and Production components of all Worship Arts ministries.

## Specific Outcomes

1. A vibrant contemporary expression of worship that enables the church family to experience and express our hope in Christ with one another and the wider community.
2. A Worship Arts ministry that is a vital & visible aspect of a broader ministry model demonstrating unity of vision and mission with diversity of expression.
3. Teams of engaged Worship Arts volunteers (Musical & Technical Arts) that are growing in number and in their walk with Jesus, their ministry skills, and in the vision to unite in bringing people to Jesus and Jesus to people.
4. A worship environment that inspires participants to invite those in their networks who do not yet know Jesus to meet Him and come to know Him.
5. A robust technical system that supports a vibrant worship arts program.

## **Duties & Responsibilities**

1. Under the oversight of the Lead Pastor, the DWA will prayerfully lead in the planning of the Worship services, remaining attentive to series themes, biblical & theological depth, and musical sensitivity.
2. The DWA will be the primary worship leader of the service, responsible for creating and the scheduling all worship personnel for leading and assisting in the leadership of the services.
3. The DWA will lead effective and efficient mid-week rehearsals with the worship team and tech personnel. This involves working with administrative support to print and organize needed materials and providing strong musical and technical direction to volunteers in a kind and gentle manner.
4. The DWA will lead the Technical Arts ministry, including recruiting and resourcing volunteers for all services.
5. The DWA will manage the budget lines related to Worship Arts, Technical Arts, and other ministry areas as may be assigned.
6. The DWA will develop training programs for Worship Arts and Technical Arts volunteers.
7. In conjunction with the Lead Pastor and other pastoral staff, the DWA will oversee seasonal programs and special services.

## **Supervision**

The Director of Worship Arts gives direction to the Academy of Music Administrative Director, as well as all deacons, leaders, and volunteers within the Worship Arts Division.





## Skills & Qualifications

- Education: Formal theological and musical training is preferred (e.g. minimum Bachelor's degree).
- A minimum of five years' experience in local church ministry is preferred.
- Basic computer skills, including familiarity with office suite software and email is required.
- Demonstrated success in working with adults in a church setting.
- Demonstrated understanding of and skill in worship, music and issues related to incorporating contemporary forms of worship with a strong biblical & theological foundation.
- A working knowledge of issues related to audio and visual equipment.
- Proficiency and experience in creative communication.
- Must be a team player willing to work collegially with West Highland staff and leadership in harmony with our vision and values.
- A personal commitment to spiritual development, especially as expressed through a regular reading of God's Word, personal prayer, and consistent worship.
- Meet the qualifications of membership at West Highland and commitment to being a regular attender at West Highland (extenuating circumstances to be discussed with supervisor).

## Other

- Support of the mission, vision, and values of West Highland Baptist Church.
- Proven leadership ability in guiding a team of volunteers, inspiring vision.
- Skill and sensitivity in dealing with people, proven ability to "invite others into ministry".
- A healthy personal walk with the Lord.

## Remuneration

Salary and benefits as established and outlined in the Employment Contract.

If you are interested in applying for this position please send your resume and cover letter to Jamie Strickland at [jstrickland@westhighland.org](mailto:jstrickland@westhighland.org)



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