



JOB TITLE	Worship Director	
DEPARTMENT	Worship Arts Ministry	Full-time (40 hours)
REPORTS TO	Executive Director	Weekends

POSITION PURPOSE

To oversee, direct, and develop the worship team, while leading worship for the weekend experience and special events, as we seek to accomplish the mission of White Flag Church:

TRANSFORMING LIVES BY CONNECTING PEOPLE TO JESUS, HIS WORD, AND COMMUNITY

JOB SUMMARY

To encourage, promote, and equip our community for worship while pursuing excellence in an atmosphere that values worshipping God more than creating a performance.

ESSENTIAL RESPONSIBILITIES

1. People and Team Development
 - Contributes to personal, leadership, and spiritual maturity of volunteers and staff members
 - Grows pool of talent and volunteer involvement on worship team
 - Provides mid- and long-term planning for resources, investments, training, and development of staff/volunteers
 - Coaches and directs the Worship Leader, who reports directly to the Worship Director
2. Administration and Organization
 - Plans weekly worship well in advance and aligns with sermon series, season, events, etc.
 - Manages equipment and software related to the Worship Arts Ministry
 - Manages master song list on a regular, ongoing basis
 - Develop other worship ministries as deemed appropriate to advance White Flag’s mission
 - Coordinates and collaborates with other departments
3. Creativity
 - Participates in the creative process to raise level of worship at all church events and services
 - Develops and integrates technology, media, the arts, stage design, writings, music, lighting into services/events
 - Prepares musical, devotional, and other special features for services/events/meetings
4. Leading Worship and Musicianship
 - Orchestrates an environment that is conducive to worship and prepares participants to commune with Christ
 - Arranges schedule, prepares team, leads rehearsals, and directs overall organization of services and events
 - Leads congregation through song, instrument, devotion, transitions, announcements, and prayer in services
5. White Flag Staff Member
 - Assists in all churchwide events (Easter, Mother’s Day, Father’s Day, Christmas, etc.)
 - Attends, and lead worship as necessary, all staff meetings, team meetings, weekly prayer meetings, etc.
 - Performs other duties as assigned

EDUCATION, EXPERIENCE, SKILLS AND ABILITIES

- Bachelor’s degree from an accredited institution
- 10 years of worship leading experience and experience in a supervisory role preferred

KEY SUCCESS FACTORS AND FIT

- A respected leader that warrants a strong, positive, confident reaction from others that things will be led well
- A leader that attracts & develops gifted musicians, vocalists, & leaders through coaching, correcting and challenging
- The ability to inspire and cultivate participatory corporate worship
- A natural desire to be planned out in advance, allowing all team members to do things with excellence
- An approach to work that is known for its low drama
- A healthy respect for Executive Leadership Team & Eldership
- An emotionally stable leader with a healthy and balanced family/home life

STAFF CORE VALUES

Upholds White Flag Church's B.A.S.I.C. Staff Core Values

Bias for Action

- We don't just react we anticipate what needs to happen
- Driven to work hard
- Relentless pursuit of excellence
- Committed to punctuality & sensitive of people's time
- Deliver on commitments

Authenticity

- Keep it Real
- Real feelings are shared
- Speak the truth in love
- Honest evaluation of people & programs

Spiritual Growth

- Small Group involvement
- Joyful tither
- Student of God's Word
- Regular worshiper (weekly attendance)
- Lead with grace
- Personally living out #WFSTRONG

Integrity

- Do the right thing
- A life above reproach
- Trustworthy in public & private
- Honor your commitment to family

Choose Unity

- Love White Flag
- Submit to Elders, Leaders, Supervisors
- Speak positively about WF and her leaders
- Refuse to gossip
- A willingness to confront disunity within your department

CORE COMPETENCIES

Action Oriented	Manages Ambiguity	Attracts Top Talent
Collaborates	Communicates Effectively	Courage
Decision Quality	Develops Talent	Drives Engagement
Plans and Aligns	Resourcefulness	Shows Self-Awareness
Builds Effective Teams	Drives Vision/Purpose	Situational Adaptability

The above statements describe the job's essential responsibilities and requirements. They are not an exhaustive list of the duties that may be assigned to job incumbents.