



NORTH SHORE

COMMUNITY BAPTIST CHURCH

DIRECTOR OF WORSHIP

Vision for Worship

Corporate worship is for God and central to the life, discipleship and witness of North Shore Community Baptist Church. Week by week we gather to retell the Gospel story of the God who: *calls* us to worship, *leads* us to confession, *renews* us with grace, *receives* our prayers, *instructs* us in his Word, *nourishes* us through the Lord's Table and Baptism, and *sends* us out with his presence on mission to the world. We want to be people marked by vibrant, God-honoring, Christ-centered, and Spirit-filled worship, who are transformed by our worship to love one another and live more fully for the kingdom and glory of God.

Summary of Position

The Director of Worship (Director) will model a life transformed by Christ and lead us in expressing corporate worship consistent with the above vision, in a manner reflecting excellence, authenticity, and humility. Reporting to the Senior Pastor, the Director participates in all requisite Staff activities and plays a crucial role in collaborating with and leading a large group of volunteers. The Director's leadership deploys a wide variety of gifts in worship, including: service design, musical and artistic expression, prayer, reading, and worship service production support. Ultimately, the Director's leadership will ensure the worship service flows smoothly, is gospel-centered, coherent, compelling and provides every opportunity for us as worshippers to receive and respond to the grace and glory of God. .

Qualifications

Personal Character

Exhibiting outstanding personal character, the ideal candidate is a person who

- Loves and lives under Jesus and brings out the beauty and wisdom of God's inspired Word in the re-telling of the Gospel through gathered worship.
- Is motivated by and committed to our vision to see a Gospel Movement on the North Shore
- Personally models our church culture values, including a commitment to pursue and maintain NSCBC membership.
- Is motivated to regularly seek out theologically rich resources from across the diverse spectrum of Christian traditions to enrich and further contextualize the gospel to our eclectic congregation of New Englanders.
- Possesses deep knowledge in the areas of theology, church tradition, and worship trends.

Core Professional Skills

The ideal candidate will come with strong professional skills and experience, including the expertise to

- Lead the production of excellent and compelling worship services through direct participation as a worship leader. This includes
 - An understanding that worship leading is ultimately helping to lead the congregation to participate in worship together, not to perform for them.
 - High proficiency in voice and ideally in acoustic guitar or piano used as a lead instrument.
 - Experience in worship leading with worship bands, organ, and piano
 - Experience in worship leading through coordinating and directing church choirs

- Appreciation for and experience with a variety of worship music genres, from traditional hymns and choral works to contemporary praise songs and instrumental pieces, and an ability to thoughtfully apply these depending on the service theme.
- The ability to craft and deliver an excellent service flow
- Coordinate and manage staff and volunteers. The ideal candidate will
 - Exhibit strong relational, communication, project management, and organizational skills
 - Delegate tasks when appropriate
 - Experience with related tools and software, including Microsoft Office suite, G-Suite, Planning Center Online, CCLI Song Select
- Manage and maintain AV equipment
 - Experience in setting up/troubleshooting AV equipment including soundboards, computers, livestream tech, cameras, mics.
- Leverage their Baccalaureate degree or commensurate experience to perform the duties of the position.

Responsibilities

Leadership

The Director will work with the Senior Pastor and supportive volunteer teams to provide leadership to the worship ministries for the church, implementing the vision for worship. This includes

- Oversight of the worship budget
- Organizing and equipping relevant teams of volunteers and staff to grow in their areas of service
- Delegation of tasks to others
- A continuous desire to not only grow in areas of theology, church tradition, and worship trends but to then apply this knowledge, wisely and pragmatically, to the NSCBC's makeup and culture. with wisdom for how those elements inform our development of meaningful worship.

Oversee Gathered Worship Services

The Director will plan and oversee our blended worship services on Sunday mornings and for special services (Christmas Eve, Holy Week, etc),

- Recruit, train, schedule, and provide constructive feedback to the volunteers who are essential to the worship function, including those who lead the worship (musicians, singers, band leaders) as well as those who support it (ushers, A/V and livestream techs).
- Plan services alongside the Senior Pastor (or whoever is preaching) and other leaders and help implement these service plans with relevant service participants.
- Rehearse musicians through coordination of regular rehearsals
- Musically lead worship services
- Coordinate periodic worship support with guest preachers

Spatial and Resource Oversight: The Director will help ensure (along with other team members) that the space and resources needed for worship are organized and maintained. He/she will:

- Communicate with facilities or other teams if repairs or maintenance is needed in the worship spaces
- Coordinate the purchase, care, and maintenance of all instruments and A/V equipment utilized in worship ministry and the A/V equipment.
- Coordinate or supporting volunteers providing for decor, spatial design, and creative expression. such as artwork used in worship
- Oversee the purchase and/or licensing of worship music.
- Manage CCLI, Planning Center, and other software
- Collaborate with necessary team members to implement technological and spatial improvements or and repairs.

Relationships

- Reports to the Senior Pastor for accountability, setting and refining vision, and regular communication of service themes and focuses.

- Participates in Staff meetings for the planning and implementation of church initiatives and ministry plans.
- Convenes and collaborates with a broad range of volunteers and teams to provide leadership and execution of the worship ministry area, with an eye toward mobilizing creative and theological expression to enrich our gathered and individual worship.
- Collaborates with other teams, such as the church Deacons or Facilities Committee, as needed.

Our Commitment to You

We, the leadership at NSCBC, realize that we are together part of the body of Christ, with Jesus as the head. We share one Father and one Lord, making us family. With that in mind, we will seek to:

- Nurture your well-being and encourage your walk with Christ
- Pray for you and trust the Lord to be working in and through you.
- Support you and honor your service
- Enter worship with our whole hearts and participate in the body of Christ with the same vision and approach that this description asks of you.
- Prayerfully consider any feedback we might have before we offer it.
- Speak only what is good for building you up and building up the entire body of Christ (Eph. 4:29).