

POSITION PROFILE:

Position title:	Director of Worship
Duration:	Permanent Part Time – 30 hours per week
Location:	Albright Church, 415 Maxwell King Drive, East St. Paul, Manitoba
Start Date:	January 8, 2022 (flexible according to availability)
Salary:	Based on qualifications and Albright salary structure
Benefits:	Access to Group Insurance Benefits package
Vacation:	As per Albright HR Policy – Salaried Staff
Report to:	Lead Pastor

Role Purpose:

The Director of Worship at Albright Church will be a worshipper with a passion and calling to lead others into a life of worshipping God. They will work with gifted volunteers and build teams so that together, we may become a worshipping church in both adoration and action. Part of our vision at Albright church is to see different generations and cultures become a family who worship God and do life together.

Our mission is to see new people begin a relationship with Jesus Christ, belong to God's family and become more like Jesus. We believe that worship and mission are integral to being a disciple who makes disciples. We are looking for a follower of Christ who will be both a worship leader and a disciple maker. Someone who loves God and people. Someone who will lead authentically and serve humbly. The purpose is to lift Jesus high and invite others to know Him.

Qualifications & Experience:

The preferred candidate for this position will have the following:

- A living relationship with Jesus Christ as their personal Lord and Saviour
- A passion to worship God for who He is and to lead others into authentic worship
- A clear call to serve God and people as part of the church body in action
- A heart for new people to begin a relationship with Jesus, belong to God's family and become more like Jesus
- A vision to see beyond an event and an experience to help people take the next step on their spiritual journey and to experience biblical community
- Gifted in playing at least one instrument, vocal skills, orchestrating band music and computer literate
- Strong understanding and exposure in the areas of leading corporate worship, musicianship, leading worship teams, sound and lighting, arts and esthetics, live streaming and production
- Willingness to use a range of worship songs that will glorify God and have contemporary meaning and relevance
- A person with a proven track record of organizational leadership, ability to set goals, develop strategy, and implement plans
- A servant leader who is able to work in a team environment as a part of a team, and as a leader overseeing other team leaders. This person will have experience recruiting, training, equipping and releasing volunteers

Director of Worship

- A person who can contribute creative ideas with loose hands and work with others to refine collective ideas with gentleness and respect
- Experience within an existing church setting, leading worship, serving on staff, leading volunteers, administrating and planning strategically
- Adaptive and comfortable with change. Ability to multi-task and prioritize
- Practice regular spiritual disciplines to maintain a close walk with God, care for the soul and serve from an overflow of God's life and wisdom
- Dedicated prayer life and a strong base of knowing God's Word which will be expressed in song selection
- Effective at listening and communicating with people along with a willingness to use digital media in effective forms

Key Responsibilities:

- Meet with the Lead Pastor to review previous services and to plan future services linked to the teaching plan
- Assist with special services such as Good Friday, Easter Sunday, Christmas Eve, Dedications, Baptisms and Celebration of Life
- Research and suggest any video clips, drama, visual ideas and congregational stories that can enhance the worship and teaching
- Source or outsource the creation of short bumper videos for each new sermon series.
- Prepare the order of service and maintain communication in Planning Centre
- Provide leadership and approval in the selection of worship songs and other elements each week
- Schedule people for welcome and intercessory prayer and maintain within Planning Centre. Add new people to this list with direction from the Lead Pastor
- Maintain communication with Communion Host Leader for Communion Sundays
- Develop multiple worship teams by recruiting, equipping and organizing worship team volunteers to serve in alignment with our mission and vision
- Facilitate leadership development, relationship building and spiritual care for those involved in worship ministry
- Work with team members or enlist others to develop instrumental and vocal excellence.
- Provide spaces for new people to learn and experience what biblical worship is and to develop potential musical gifting
- Be the weekly lead presence to encourage gifts to be developed and to provide continuity. Other lead gifts can be given space to grow to provide diversity
- Facilitate weekly rehearsals which will prepare the team spiritually, relationally and musically to be worshippers who lead others in worship
- Provide oversight of our tech teams to make sure that the sound, presentation, video and lighting volunteers have all that they need to operate efficiently. Lead them to develop and recruit others
- Maintain communication with the Welcome Team Leader to ensure greeters, ushers, welcome centre and coffee hosts are aligned with our mission and vision
- Work with our aesthetics volunteer team to help with creative set design.
- Complete CCLI song reporting when required
- Attend all staff meetings

Team Support:

At Albright we value and practice teamwork because we believe God calls us to work together for His Kingdom and glory.

- We work hard at developing good team relationships, communication and at staying on mission together
- We believe that no ministry or leader should be isolated, rather we see ourselves as part of a team. Our Governance Flow Chart illustrates the team connections, accountability and support lines
- Each staff member participates with other staff and leaders in creating a positive team work environment. This includes communicating clearly to office staff all required information so plans can be coordinated
- Albright office staff is available to support the pastoral staff and ministry directors in the fulfilment of their responsibilities
- The Worship Director will attend all church staff meetings and will meet with the Lead Pastor regularly for accountability, support, encouragement and collaboration.
- To be a healthy team member you are encouraged to maintain spiritual disciplines that will assist your personal spiritual formation. The discipline of self-care will include times of spiritual, physical, emotional and mental refreshment and replenishment. This includes the option of a retreat day as requested, balancing ministry work and family life and a regular assessment of responsibilities that may be released to others

Standards:

- Cultivate and grow in your relationship with Christ and His church
- Qualify for membership in Albright Church
- Able to give full support to and uphold the *Statement of Faith, Vision and Values* as well as the *General Operating By-Laws* of Albright Church and the EMCC, and Albright's *Plan to Protect Policy*
- Able to give full support to and live out the *Mission Statement* of Albright Church
- Agree with and live out the *Leadership Code of Conduct* of Albright Church
- Demonstrate servant leadership within an interdependent team
- Pursue authentic and healthy relationships in your home and with those you work with
- Handle relational conflict with truth and grace according to "The Peace Maker" model
- Be committed to your own personal spiritual formation disciplines and professional training for ongoing growth and development in all aspects of life
- Submit a current Criminal Record Check in accordance with Albright's Plan to Protect Policy

Educations & Credentials:

- Certificate, Diploma or Degree in a relevant field: theology, music, leadership or equivalent experience/education.
- Have certification or license with the EMCC **or** another denomination having or similar vision and values **or** eligible for and willing to pursue credentials with the EMCC.