

## DIRECTOR OF WORSHIP ARTS

Part-time

The Director of Worship Arts will be responsible to give direction to most or all aspects of corporate public worship including music, drama, video production, technical services (sound, lighting, etc.), and staging. This includes both regular weekly worship and special programs.

This person is not responsible to personally lead each ministry team related to worship arts, but is responsible to build strong teams, such as bands or praise teams, drama team, technical team, staging team, etc., and to provide the coaching and support necessary to empower those teams to be effective in their ministry.

Also, keep in mind that when this person first begins this position, it will not be possible to simultaneously develop all these ministry teams. For example, the first priority may be to develop two strong praise teams. Developing a drama ministry may have to wait.

### Qualifications

1. *Lead worshiper.* Since this person gives leadership to your ministry of worship, he or she will likely be your lead worshiper—a person who leads the congregation into the presence of God by example. This is more important than musical ability. At the same time, this does not mean that this person must always be the worship leader.

2. *Team builder.* Since you are not hiring this person to single-handedly lead your worship ministry, but rather to build several teams of people who will all contribute to your worship ministry, this person must be an effective team builder. The only way to know if a person has this ability is to look at his/her track record. Does the person have a history of having built effective teams, whether on the job, in the church, or in volunteer work?

3. *Musical ability.* Because this person will give primary oversight to the church's music ministry, this person must have musical ability to be able to give visionary leadership to this area. Your Director of Worship Arts may lead one of your worship teams, but he/she would not have to. Your Director of Worship Arts may be a lead singer, but does not have to be. Your Director of Worship Arts may or may not lead a choir. Your Director of Worship Arts may or may not personally lead the drama ministry. All of these roles are optional for this person, depending on the person's particular skills and interests. What is not optional is an ability to recognize the right people to build these teams and to coach them in the process of becoming effective ministry teams.

4. *Developer of leaders.* Each team will have one or more leaders, and a key element of this person's responsibility is to mentor these team leaders and help them to grow in effectiveness as ministry leaders. How do you identify someone who is good at leadership development? Track record. Look for someone who has helped the people around him or her become more effective leaders in present or previous responsibilities.

5. *Developer of artists.* This person must have a passion for and skills in helping others develop their artistic gifts, as well as an ability to empower other members of the team to develop artists—musicians, actors, visual artists, etc. While one person probably won't have the skills to personally train the full range of artists involved in the ministry, the Director of Worship Arts must be passionate about this area and give effective leadership to putting together a team that can develop artists in each area.

6. *Abilities with other aspects of worship arts.* Experience in drama, sound and lighting systems, and staging are all a plus for this position. Whether skills in each of these areas is considered a necessary qualification for the position or as optional will depend on the needs of the local church.