



Cornerstone Christian Reformed Church of Chilliwack, BC
Worship Director
Position Description

Amended: May 2021

TERMS OF POSITION:

Position Type: Temporary Full Time Paid Staff position

Reports to: Lead Pastor and in conjunction with the Lead Pastor to the Executive Council.

Serves on: Ministry Staff and the Worship Committee

Oversees: Worship Ministry of Cornerstone Christian Reformed Church

Title: This staff position carries the title of Interim Worship Director of Cornerstone CRC

Hours of Work and Remuneration:

- This will be a full time, one (1) year contract with an initial three (3) month probation time period.
- The Worship Director will be expected to average 40 hours per week. The timing of the necessary hours is up to the requirements of the position and the discretion of the Worship Director.
- An annual salary range between \$47,000 – and \$55,000 commensurate with training/education and experience.
- Two (2) weeks of paid holidays, and one Sunday off every six (6) weeks.

OVERALL PURPOSE AND ROLE:

Cornerstone values and pursues quality in all ministries. In order to enhance the proclamation of God's Word and to enrich the act of worship, the Worship Director is to provide leadership for the congregation in its life and worship services, nurturing musical gifts, and a deeply Reformed understanding of worship.

Cornerstone is committed to a "blended" worship style that retains the best of the past, while also continually accessing the best of new worship material.

The Worship Director serves the community by developing, leading, promoting, facilitating, and coordinating the worship music ministry of our church in a way that:

- Glorifies God's name.
- Celebrates God's covenantal faithfulness with all our gifts and energy.
- Is rooted in God's Word.
- Is meaningful and edifying for members and visitors of all ages.

As a sign of our commitment to this ministry, we employ a Worship Director, on a full-time basis.

OVERALL FUNCTION:

The Worship Director, by working cooperatively with the Worship Committee, is responsible for providing leadership in the area of music and worship development:

- In the area of musical leadership the Worship Director shall:
 1. Be the primary instrumentalist for most of the worship services which take place under the auspices of Cornerstone CRC including Thanksgiving Day, Christmas, New Year's Eve or New Year's Day, Maundy

Thursday or Good Friday, Easter and Ascension Day.

2. Ensure quality and consistency in all areas where music functions in the life of the church, but especially in the area of public worship.
 3. Instill a scripturally sensitive and prayerful attitude in planning and organizing the worship ministries of the church, thus avoiding a performance mentality.
 4. Craft Order of Worship using a variety of ideas from Reformed Worship and other sources. Ensure worship and visuals (both stage and screen) are thematic (organized around a theme), thus ensuring all elements of worship contribute to the overall message.
 5. Communicate with and coach the worship teams so they become increasingly effective and proficient in leading worship.
 6. Recruit and train new talent for worship teams. With special emphasis on encouraging and intentionally seeking to bring out the gifts of the younger members in our church.
 7. Work with the pastoral team in the planning and implementing of worship for our Sunday gatherings and other liturgical celebrations. Participate in setting strategy and implementation of our forward thinking documents as they relate to worship.
- In the area of ministry development the Worship Director shall:
 1. Be proactive in the education and development of worship in the varied ministries within our church. (such as children and youth ministries).
 2. Research and purchase of new music, instruments, and worship resources. All appropriate discoveries shall be made available through the development and maintenance of a music library.
 3. Maintenance of musical materials and repair of instruments.
 4. Maintenance of all audio/visual equipment used in worship.
 5. Work with staff and volunteers to effectively employ communication tools to the mutual benefit of all.
 6. Rehearse with worship teams on a weekly basis.
 7. Ensure a sensitive flow of new music into the worship services.
 8. Work cooperatively with a choir when it's functioning. Lead choirs or other instrumental groups, praise teams for worship services.
 9. As time allows, take responsibility for developing leaders and teams in the area of the arts (i.e. drama, multi-media, dance, and set design), sound, lighting, etc.

COMMITMENTS:

1. Weekly staff meetings.
2. Meeting with Lead Pastor, or his designate as required.
3. Worship Committee Meetings.
4. Team Meetings as Needed.
5. Planning of all Worship Services, including those for which the Worship Director will be absent.
6. Worship Leadership in ministries as requested and agreed upon (e.g. Friendship, Ignite, Congregational

Meetings, Retreats, etc.)

QUALIFICATIONS:

1. A public commitment to Jesus as Saviour and Lord, pursuing a Spirit-filled lifestyle characterized by evidence of the fruit of the Spirit.
2. An agreement with the vision and beliefs of The Christian Reformed Church in North America.
3. Since music is such an important dimension of our worship, some Biblical and theological training is also desirable.
4. Specialized Training:
 - a. Preferably holding a Bachelor of Music degree or equivalent expertise, as well as practical experience in worship ministry.
 - b. A knowledge of church music in general, and a commitment to grow in knowledge and understanding of the Christian Reformed Church and its views on music and worship and a commitment to work within that tradition.
 - c. Ability to understand and acknowledge various worship styles and utilize them within the context of worship.
 - d. Ability to play the piano and/or organ and other instruments and effectively lead the congregation.
 - e. Ability to build a team and direct others effectively.
 - f. A passion for leading in worship.
5. A passion for encouraging persons to mature in their Christian faith and in carrying out practical implications of that faith.
6. Good interpersonal skills, coupled with a gift for teaching.
7. Personal discipline in organizational skills to ensure effective planning and execution of ministry.
8. A demonstrated ability to minister through other people by developing leaders, programs and plans that enable others to do the work of ministry.
9. A demonstrated ability to train; motivate; release and supervise volunteers.
10. A team player who is able to work in staff setting.

ACCOUNTABILITY & EVALUATION:

- The Worship Director will be supervised by, and is directly accountable to the Lead Pastor, and is supported by the Worship Committee.
- After an initial 3-month, probationary period, the Lead Pastor (along with the chair person of the Worship Committee, if the pastor so chooses) will conduct an annual performance evaluation.
- A quarterly written report is to be provided to the Executive Council.