



Director of Worship & Arts
Christ Presbyterian Church, Old Hickory Blvd

POSITION HELD BY: Vacant

SUPERVISES: OHB worship ministry staff (multiple roles)

DIRECT REPORT: Senior Director of Ministry, OHB

CATEGORY: Full-Time

PURPOSE OF THE ROLE:

- The Director of Worship (DW) will implement the CPC Worship philosophy in all aspects of worship, liturgy and the arts at CPC's Old Hickory Blvd. site. The man or woman filling this role will identify, recruit, develop, lead, and shepherd a team to create excellent weekly worship services.
- Advance the mission of Christ Presbyterian Church, Old Hickory Blvd (OHB) location, through liturgy and music, in Sunday services, our ministries, and special gatherings & events.
- Essential to this role is collaboration with other church leaders and volunteers, leaders sharing a common goal to follow Christ in *his* mission of loving people, places, and things to life.

POSITION OUTCOMES/EXPECTATIONS:

Key Priorities:

1. Cast vision for, champion, and deliver the [CPC Worship Philosophy](#)
2. Alignment of staff, musicians, choir, and congregation to the CPC Worship Philosophy
3. Curate and oversee worship and liturgical culture at Christ Presbyterian Church's OHB location. This includes, but is not limited to:
 - a. Craft weekly liturgy in collaboration with the senior director of ministry and senior pastor in such a way that worshipers are formed spiritually, and warm hospitality is extended to all guests, whether Christian, spiritually curious, agnostic, non-believing, or otherwise.
 - b. Recruit, schedule, and train staff, elders, deacons, and congregants to fill liturgical roles in service.
 - c. Shepherd and lead band and choir to support the liturgy, as well as ensure proper leadership and oversight of rehearsals. Collaboration with all OHB Ministry Directors and the Production Team.

- d. Responsible for Planning Center utilization as well as copyright clearance for music, and other materials used in the worship service.
4. Lead and shepherd musicians and choir. This includes, but is not limited to:
 - a. Recruit, assemble, and empower musicians from within and outside CPC, ensuring first-rate implementation of the CPC Worship Philosophy, 52 Sundays per year.
 - b. Recruit, assemble, and empower an inter-generational, first-rate choir that
 - i. sets a contagious example, from up front and in the pews, for congregational singing 52 Sundays per year
 - ii. sings over the congregation as a choir approximately 24 Sundays per year, plus Good Friday and Christmas Eve.
 - iii. sings diverse pieces which support the service theme and music style of the day and the overall worship philosophy.
 - c. Create regular, meaningful environments for spiritual care and community among musicians and choir.
 5. Be a champion, initiator, and owner of all creative aspects for weekly musical aspects, special events, and initiatives including, but not limited to, Easter, Advent, Outdoor Worship services, Worship playlists, etc.
 6. Lead and own the staffing, development and engagement of the OHB worship ministry staff. This includes clear objectives and performance reviews, coaching, and personal development planning.
 7. Own, manage and forecast the Worship & Arts financial budget in partnership with the senior director of ministry.

Additional Priorities:

1. Create, plan, and implement music-related events that nourish the spiritual life of the church and connect CPC to our Nashville neighbors through the avenue of music (hymn sings and worship nights, in the round events, choir concerts, music related forums, prayer nights, etc.).
2. Create a strategy to bring worship & arts to life across our other ministries. This may include the following:
 - a. Curate an in-house CPC residency program for high school and college music and theater students, plus other, postgraduate creatives exploring a career in worship and liturgy.

- b. Collaborating with Christ Presbyterian Academy's music and theater leadership to develop programs to foster praise and worship and congregational development.
 - c. Collaborating with Kids Ministry, Student Ministry and other CPC location worship leaders to help equip and engage our communities.
3. Given CPC's position as a flagship and resource church, position CPC to contribute to and benefit from the best, most resonant music and liturgy networks (Liturgy Collective, Getty Music, Rabbit Room, Indelible Grace, etc.), in Nashville and beyond.

Universal/Shared CPC Staff Member Expectations

As a team, as individuals within a team, in your area of specialty, and in collaboration with the staff team as a whole - build easily and at-all-times-accessible on-ramps for both long-time and new CPC members/attendees, as follows:

Worship

- Contribute to an ongoing increase of non-churched Nashville residents into Christ Presbyterian corporate worship services.
- Shepherd Christ Presbyterian members and attendees to increase the frequency of their Sunday worship attendance and engagement.
- Contribute to increased engagement of members and regular attendees in private worship involving near-daily Bible reading and prayer.

Connect

- Contribute to increased numbers and percentages of members/regular attendees who actively "befriend and bring in" people who don't have a church.
- Involvement in Learning Groups, Connect Groups, and CPC Ministry Teams are to be especially emphasized.

Serve

- Contribute to the increase of regular member/attendee involvement and volunteerism in the church, especially on Sunday mornings and within your ministry area—strengthening CPC to help all members/attendees under your influence engage meaningfully and enthusiastically in CPC parties, outreach initiatives, etc.
- Through regular recruiting, equipping, and support, contribute to the continual growth of CPC's volunteer servant pool - always aiming to "turn strangers into friends, friends into family, and family into empowered servants and leaders."

QUALIFICATIONS AND REQUIREMENTS:

Education

- Bachelor's degree preferred
- Understanding of and appreciation for the Reformed Presbyterian heritage

Experience

- A seasoned and robust private and communal devotional life, resulting in a contagious, personal, and authentic walk with Christ, is a top and essential quality
- Experience crafting and leading in liturgy and music. Experience in a blended worship style preferred
- Experience recruiting, developing, shepherding and engaging musicians and congregation in liturgy and worship
- Experience in leading and integrating a choir into the worship journey is preferred

Skills, Abilities and Attributes

- To communicate well across all kinds of people
- Thrives in a team environment; enjoys working with others
- To develop a cohesive and healthy team of musicians and staff
- Must have strong relational leadership skills
- A visionary with self-starter skills

Requirements

- All employees must commit to performing their duties in accordance with the stated mission and vision of Christ Presbyterian Church, our Policies and Procedures Manual, Christ Presbyterian Church 101, and the Westminster Confession of Faith. All employees must be evangelical Christians.
- Active membership at Christ Presbyterian Church is required.

All of the above duties and responsibilities are essential job functions for which reasonable accommodation will be made. All job requirements listed indicate the minimum level of knowledge, skills and/or ability deemed necessary to perform the job proficiently. The position description is not to be construed as an exhaustive statement of duties, responsibilities, or

requirements. Employees may be required to perform any other job-related instructions as requested by their supervisor, subject to reasonable accommodation.

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