

Worship & Discipleship Director Job Description

All Saints Presbyterian Church

Purpose: Lead worship to glorify God and build up his people. Disciple our congregation.

Looking for: A talented musician who loves God, leads and loves people, and who will lead a discipleship plan to draw people up to Christ and out for the world. Preaching and teaching skills are a bonus.

Compensation: \$60 – 75k package

Time: 40 hrs/ week, 3 weeks vacation

Reports to: Lead Pastor

Works with: Staff

Oversees: Music ministry team,

Discipleship ministries

Job Description: Worship Director

Worship

- Coordinate with preacher to prepare integrated music and liturgy for Sunday worship
- Create liturgy that is both theologically rich and accessible to non-Christians
- Recruit, train, and manage A/V team and volunteer team of musicians to accompany worship
- Give spiritual and musical leadership to the volunteers on the music team
- Arrange and lead a rehearsal of the music team before each service
- Plan and oversee the annual Good Friday and Christmas Eve services, and for special events, such as wedding and funerals
- Prepare the projection slides for worship services
- Encourage a culture of authentic worship through congregational singing and participation
- In coordination with the pastors, select all music to be sung by congregation
- Manage worship ministry budget and the music resources of the church

Job Description: Discipleship Director

Discipleship & Leadership

- Lead Community Group (CG) ministry.
 - Disciple, coach and mentor CG leaders
 - Provide resources and lead training sessions
 - Initiate and lead a Community Group
 - Build a culture of planting into All Saints Community Groups
- Lead Assimilation Ministry

- Cultivate culture of radical hospitality from the moment a visitor walks in the door until they get plugged into a CG
- Disciple and recruit Assimilation ministry leaders and volunteers
- Create and cast vision for an effective, outward-facing assimilation strategy
- Execute annual job performance review with supervisor in order to set and evaluate goals
- Attend all staff meeting and share ministry vision, needs, and desires
- Lead new ministry initiatives in alignment with All Saints' vision

Preaching/ Teaching & Communication

- Opportunities open for discussion, including preaching up to 10x/
- Opportunity to explore church planting if interested.

Administrative

- Organize and maintain rosters for all Community Groups
- Organize and maintain CG leader guidelines
- Organize and maintain policies and procedures for Assimilation Ministry
- Manage CG and Assimilation ministry budgets
 - Purchase engaging resources/ materials, and communicate with supervisor and/ or session as budget needs arise or are anticipated
- Prompt response to all communication from church leadership and congregation

Personal Requirements

- Someone who loves Jesus, evidences spiritual maturity, and prioritizes grace
- Willingness to become member of All Saints Presbyterian Church and teach the faith according to our doctrines as explained in the Westminster Confession of Faith
 - Preference for a pastor ordainable in the PCA
- Teachability and a willingness to grow and follow church leadership
- Experience in leading, managing, and multiplying volunteers
- Demonstrated musical skill, competence, and ability to effectively lead others in worship
- Musical ability and aesthetic sensitivity which enables the leader to move beyond playing the songs to molding the worship experience in a direction of beauty and excellence
- Self-motivated and able to function independently with minimal supervision while understanding the necessity for communicating and coordinating work efforts with others
- Accessible and affable, with a heart for building up saints to do the work of the ministry
- Works well in an in-person office setting
- Strong team player ready to collaborate with staff, session, and congregation

To apply: Email Pastor Justin – jpoythress@allsaintspca.org with cover letter, resume, MDF, and links to preaching samples.