



Worship Director Job Description

Position: Worship Director

Reports to: Senior Pastor (with accountability to Session/Elders)

Status: Part-time - \$24k

Purpose: Lead and coordinate the worship ministry of Grace in a way that is biblical, reformed, Word-centered, and congregational, executing the worship vision and guardrails established by the Session.

Applications Due Date: Open until filled

Our Worship Commitments:

Worship at Grace is:

- God-centered covenant renewal: God calls; we respond; God speaks; we respond; God feeds; we respond; God blesses; we go.
- Word-centered and prayerful: Scripture read and preached is central; prayers are substantive and pastoral.
- Gospel-shaped: regular confession of sin and assurance of pardon from our people.
- Congregationally sung: the congregation's voice is the main instrument.
- Reverent joy: warm, accessible, and serious about the holiness and grace of God.

Core Responsibilities:

1) Lead congregational worship that serves the Word

- Plan and lead (or coordinate leadership of) music that supports the liturgy and the preached Word.
- Keep stage leadership pastoral, minimal, and clear, avoiding unnecessary commentary.
- Prioritize congregational engagement over complexity or performance.
- Competency in leading worship from the guitar or piano.

2) Help build a singable, reformed song diet

Maintain a balanced repertoire that is:

- Theologically robust and confessionally compatible
- Christ-centered and gospel-explicit
- Singable for the average congregation (range, tempo, melody)
- Useful across the liturgy (adoration, confession, assurance, response, communion, sending)

3) Lead teams and cultivate volunteers

- Recruit, develop, and shepherd volunteers (musicians, vocalists, tech team collaboration).
- Run rehearsals efficiently with a "serve the congregation" culture.
- Provide clear charts, keys, and recordings; set expectations; communicate schedules early.

4) Steward systems, sound, and service flow

- Maintain Planning Center with strong metadata:
 - Key, tempo (BPM), approximate length, arrangement notes, tags (theme + liturgical function)
- Work with tech team so vocals and congregational melody are clear and supportive.
- Help minimize awkward transitions and distractions that pull people out of worship.

Qualifications:

Character and alignment

- Clear profession of faith; example of humility, teachability, and spiritual maturity.
- Wholehearted commitment to the church's reformed theology and worship philosophy.
- Demonstrated ability to receive direction from elders/pastors and lead joyfully within boundaries.

Competency

- Proven ability to lead congregational singing (not just a band).
- Musical proficiency sufficient to lead, arrange, and train others (instrument/vocal; specifics can be listed).
- Ability to communicate, plan, and execute weekly services with excellence and calm.
- Team builder: recruits, schedules, trains, and cares for volunteers.

Preferred (if applicable)

- Experience in Reformed/PCA or confessionally aligned contexts.
- Familiarity with Planning Center, ProPresenter, basic audio concepts.
- Ability to develop additional leaders (apprentices/assistants) and plan beyond week-to-week.

How to Apply:

Send the following to **gracepcaoffice@gmail.com** :

- Resume
- Brief testimony and philosophy of worship (1–2 pages)
- 2–3 video examples of leading congregational worship (if available)
- References (including a pastor/elder if possible)