

**ALGER PARK CHRISTIAN REFORMED CHURCH**  
**DIRECTOR OF MUSIC AND WORSHIP EXPERIENCE**

Vision Statement: The Director of Music and Worship Experience works in close collaboration and partnership with our pastor as a contributing member to their ministry team. The purpose of this role is to develop and refine our worship experiences through music, visual arts, technology and full membership engagement, creating with them purposeful, intentional worship in our services, in our programs, and in our outreach.

**Accountability:**

1. In performance of job responsibilities, to the Personnel Committee and Council.
2. In planning and coordination of ministries, to the Lead Pastor and Vision Council.

**Evaluation:** According to the Employee Manual of Policies and Procedures

**Status/Hours:** Part-time, approximately 20 hours/week; full-time employment potentially available by combining with other open part-time positions

**Qualifications:**

1. Bachelor Degree of Theology, Music, Church Music or equivalent
2. Demonstrated musical skill and experience in worship coordination and leadership
3. Evidence of a deep personal commitment to Jesus Christ, His church and meaningful worship and ability to articulate his/her faith
4. Expertise and a passion for developing authentic worship experiences for the faith and surrounding community.
5. Experience in ministry leadership, giving evidence of an ability to organize, lead, encourage, motivate and work with others
6. Team collaboration with staff and be able to work compatible with all professional staff and volunteers

**Specific Responsibilities (Including But Not Limited To):**

1. Coordination and development of creative, authentic, cohesive worship experiences.
  - a. Work with the pastor and teams to plan weekly worship, including music and liturgy
  - b. Select high-quality music aligned with themes
  - c. Schedule, coordinate, and distribute music to musicians
  - d. Lead weekly worship rehearsals
  - e. Facilitate the overall worship experience
2. Leadership of all worship teams
  - a. Leads musicians in creating worship services aligned with teaching series.
  - b. Oversees vocal and instrumental leaders through coordinating rehearsals, services, schedules, and musical selections.
  - c. Encourages participation from all ages, balancing traditional and diverse worship expressions.
  - d. Trains and mentors worship members, students, and interns.
  - e. Leads technical teams (sound, video, lighting), ensuring training and support.
  - f. Coordinates visual arts teams to enhance worship experience and setting.
  - g. Recruits and integrates new worship team members with pastor's assistance.
  - h. Develops compensation models for musicians and lay leaders as needed.
3. Partnership with the church staff:
  - a. Partners with Faith Formation Leaders to integrate all ages into worship.
  - b. Works with Kids' Hope Director to creatively incorporate music into the partnership with Ken-O-Sha school.
  - c. Assists administrative staff with creating slides, PowerPoints, and graphics to enhance worship experiences.
  - d. Regularly collaborates with the pastor on service themes and liturgy.
  - e. Participates in staff responsibilities, including projects, meetings, retreats, and social events.
4. As part of our future vision, participation in planning of worship-related events for the Alger community such as Christmas programs and summer programs, neighborhood community events such as "picnic in the parking lot", and long-term care facilities and other settings for our shut-in members

5. Growth

- a. Strives for a godly life and sets an example for others.
- b. Prays regularly for the congregation, community, and mission.
- c. Engages in continuous spiritual, personal, and professional development.
- d. Stays informed on cultural and social trends impacting worship, while honoring faith traditions.
- e. Maintains professional boundaries to ensure a healthy personal life, relationships, and physical health.

Agreed to by Director of Music and Worship: \_\_\_\_\_ Date: \_\_\_\_\_

Approved by Personnel Committee: \_\_\_\_\_ Date: \_\_\_\_\_

*(Revised February, 2025)*