

Director of Worship Arts + Third Christian Reformed Church Kalamazoo

Updated 8.20.19; approved by Council 8.19.19

Primary Task

To promote, cultivate, plan, and lead Third's liturgical and visual arts ministries in blending historic and contemporary expressions of worship that is creative, Reformed, Spirit-filled, and missional.

Training and Qualifications

Experience in music and ministry leadership required. College degree is required. Seminary or graduate study preferred. Able to articulate a mature Christian faith and shall be expected to become a member of Third Church within the first year of service.

Desired Qualities and Abilities

1. Leadership—able to work collegially with musicians, artists and other leaders, and pastorally with a diverse congregation. Ability to also effectively lead and delegate, while building a strong team environment is a must.
2. Theologically Grounded—able to articulate a theology of worship that demonstrates a solid grasp of historic principles and contemporary issues in Christian worship; familiar with Reformed creeds and confessions; supportive of Christian education.
3. Musically Trained—understands music from a variety of genres and generations, with an eye toward the history of Christian tradition, as well as newer music that reflects the best of that tradition. Also, has vocal and instrumental musical excellence—can lead with at least one instrument (guitar and/or piano).
4. Technologically Savvy—able to work with worship technology including but not limited to slide projection (Proclaim) and audio-visual equipment.
5. Creative—able to demonstrate innovation and diversity while acknowledging individual differences.
6. Excellent Communicator—able to demonstrate both written and verbal communication skills.
7. Administratively Competent—is organized, has excellent time management and scheduling skills, and can prioritize short- and long-term worship planning responsibilities.

Primary Responsibilities

1. Oversee, resource, and lead at weekly worship services at Third.
2. Develop and train a team of leaders via weekly rehearsals to assist with the responsibilities of worship leading.
3. Plan, implement and coordinate worship services in consultation with the preaching pastor and Third's Worship Committee.
4. Plan and implement special and seasonal programs, i.e., Advent, Christmas, Easter, VBS, etc.

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5. Delegate and supervise the coordination of worship volunteers, i.e., instrumental, vocal, choral, audiovisual, etc.
6. Personally recruit, develop, and direct some musical (adult and children's choirs, praise teams) and technical (audio, visual) groups.
7. Manage and oversee audio and video equipment, instruments, and music including managing copyrights and creating and maintaining a song library.

General

1. Directly accountable to the Lead Pastor; meeting regularly for mentoring and oversight.
2. Assist with other pastoral duties where gifted and as requested by the Lead Pastor.
3. Participate in weekly staff meetings and be a member of the Worship Committee.
4. Be present at least 45 Sundays per year and delegate leadership in your absence; maintain a visible presence at other congregational events.
5. Work collaboratively with other ministry staff and Council to pursue the vision, mission and values of Third.
6. Sets vision, goals, and strategy for all ministry teams under their supervision; develop and oversee ministry budget.
7. Create promotional and informational materials for the worship ministries; work in collaboration with digital media and communication personnel to communicate content across all platforms.
8. Contribute your skills, gifts and passions to the mission of God at Third Church as you have time and opportunity.

Compensation

This is a half-time position (24 hours/week) with a salary commensurate with experience, education and the salaries for similar positions in other churches in our area.

Application

Submit your resume to Pastor Derek Zeyl at derek@3rdcrc.org. Please provide a link to a video sample of you leading worship.