Part-Time Worship Director

Listowel Evangelical Missionary Church

These Job Expectations are based on 10 hours per week, on average
(including Sunday mornings and Thursday evenings)

Job Overview:
The Goal of the LEMC Worship Director is to see God become #1 in the life of each person at LEMC, by helping us notice God, worship God, connect with God and follow God. The Worship Director will primarily use corporate singing and prayer, team leadership, and relational disciple-making to accomplish this task. It's required that this person has: a mature, committed relationship with Jesus, a humble character, a love for people, and skills in music, singing, and communication. Leadership skills and disciple-making skills are an asset, but can be developed along the way.

Vision for Hiring:
LEMC has a history of volunteer worship leaders/directors. The goal of hiring a paid Worship Director is not to increase complexity in our corporate worship (this would create dependency rather than empowerment), nor is it to facilitate musical perfection (this would discourage recruitment of newer musicians/singers). The goal of a paid role is to increase the investment in our worship volunteers and culture, to see sustainability for volunteers, deeper spiritual formation, and the multiplication of worship leaders.

Responsibilities:
- Oversee the effectiveness of worship teams at LEMC, including corporate worship, the faith development of volunteers, healthy team dynamics, and the multiplication of musicians and worship leaders;
- Oversee worship team recruitment, development, discipling, and long-term planning;
- Participate weekly on the Sunday morning worship team, sometimes leading, and other times serving as a coach and support to other leaders, musicians and singers;
- Participate in weekly worship practices (as team leader or coach), and work to build a culture of connection, spiritual growth, and skill development on worship teams;
- Oversee scheduling of worship teams;
- Oversee the purchasing and effective use of backing tracks;
- Help run occasional prayer/worship nights at LEMC (2-4x/year);
- Lead and regularly meet with worship leaders (3-4x/yr), and support them in planning and administrative tasks;
- Lead "All Teams Nights" or "Jam Nights" (3-4x/yr) as a way to develop connection, vision and growth among worship team members;

- Look for ways to use music in local mission (hymns at nursing homes, performing at coffee shops), and take some of these opportunities alongside others from LEMC;
- Create and effectively manage the worship budget (#5342)

Involvement in Leadership Team:

- Attend and participate in weekly staff meetings;
- Meet once/month with Lead Pastor for support and coaching;
- Participate in Vision Committee meetings (average 4x/year);
- Work as a team alongside all other LEMC leaders, seeking God's best for LEMC as a whole, and alignment to LEMC's overall vision;
- Write and submit an Annual Report each year, for the Annual Business Meeting;
- Meet with the Lead Pastor for formal peer reviews 2-3 times per year. At the beginning of the performance year, Council will share updated job expectations, and the Worship Director will create their Personal Development Plan for the year. During each review, the Lead Pastor & the Worship Director will review the job expectations and PDP;
- At the end-of-year review cycle, Council will obtain feedback from your direct reports, to assist with the review process, in identifying potential areas of strength and growth;
- Become a Member at LEMC, if not already;
- Compliance with LEMC management practices, policies, Council decisions, and RISK requirements is expected;

If you are interested in this opportunity, please email joinourteam@lemconline.org **with your resume and cover letter.**