

FORT GARRY MENNONITE BRETHERN CHURCH
Job Description: Worship Director
(0.5 FTE) – Term Position

Start Date: Immediately
Term End Date: July 2023

NOTE: Over the past two years (interrupted somewhat by COVID) our congregation has been engaged in an intentional Direction Setting process. We are currently working through a Staffing Strategy review meaning there may be changes to responsibilities as outlined in this job description. Flexibility and adaptability will be valued characteristics of someone in this role.

*** Though posted separately, our preference would be for a Worship Director candidate able to take on the additional role of Worship Production Coordinator (0.25 FTE). We will be accepting applications for either role on its own or for the combined role.

Position Overview

The Worship Director provides spiritual leadership and care to the congregation in the context of our worship gatherings and experiences. In particular, the Worship Director engages most directly with those involved in worship leadership. This includes the pastoral team, worship gathering leaders, musicians, speakers, and others engaged in worship-related arts.

The Worship Director will provide biblical, theological, cultural and organizational frameworks for worship in which:

- **God is seen**
... a divine encounter through the Word, mystery and transcendence
- **Love is felt**
... an experience of authentic community and fellowship
- **Lives are changed**
... hearts and minds are transformed and recreated into the image of Christ
- **Offerings are shared**
... in adoration and praise, testimony, thanksgiving, petitions, tithes, personal commitment, and acts of service

Roles and Responsibilities

Leadership – 50%

1. Take a primary role, in collaboration with the Senior Pastor, in providing spiritual leadership in the worshipping life of our congregation, developing and guiding worship experiences that lead our congregation to encounter God, invite dynamic

- participation, experience fellowship, hear God's Word and bring significant offerings in response.
2. Promote a biblical and theological vision for worship. By example, instruction and mentoring, lead those who will lead the congregation in worship. This will include encouragement in personal worship, spiritual development and disciplines, biblical and theological reflection, fostering community within worship teams, and ministry coaching for increased effectiveness.
 3. Lead, coordinate and facilitate worship planning and implementation, providing direction and leadership to the various volunteer ministry teams and worship production staff. Regular facilitation and leading during worship gatherings is assumed.
 4. Provide opportunities for expression of a wide variety of art forms and ministry gifts by all age groups within the congregation.

Administration – 35%

1. Develop and coordinate worship outlines for Sunday services and other congregational worship experiences.
2. Oversight, coordination and collaboration with Worship Production staff regarding production of video and livestream worship elements
3. Recruit and coordinate worship leaders, musicians, sound and video tech, and other volunteer ministry teams. Scheduling and communication through online planning and volunteer management system (Planning Center app)
4. Develop and maintain job descriptions for all worship ministry teams, committees and leaders.

Equipping – 15%

1. Work with Worship Leaders and Music Team Leaders to develop and shape an approach to worship consistent with the biblical and theological vision
2. Work with the Special Music Committee in providing opportunities for congregational involvement in a variety of musical and choral expressions
3. Work with the Pastoral Team to include children, youth and young adults in the worship of the church, and to foster development of their gifts for worship.
4. Work with the Visual Arts team to provide visual interest in our worship spaces, giving particular attention to the seasons and celebrations of the church calendar.
5. Work with the Technical Services Team and Worship Production Team to provide appropriate training and resources
6. Develop feedback loops so that those engaged in worship leadership may benefit and grow in their ministry effectiveness.

Qualifications

- A Spirit-filled follower of Jesus who loves and is committed to the church
- Able and willing to support the vision of FGMB and the MB Confession of Faith
- Spiritual and emotional maturity
- Education and Experience:

- 2+ years of formal education or training in the area of Worship Arts or equivalent combination of education, training and experience
- 2+ years of experience in worship ministry and leadership
- Formal musical training is preferred.
- Familiarity with video editing and digital media
- *(candidates not meeting these requirements may be considered depending on a combination of relevant training and experience)*
- Demonstrated creativity in incorporating various art forms into worship services is an asset.

Key Competencies

1. Planning and organizational skills
2. Strong interpersonal relations skills and the ability to function well in a team environment
3. Team leadership
4. Motivation and mobilization of volunteers
5. Creativity and initiative
6. Organizational awareness
7. Communication skills (aural, oral, written, and public)

Relationships

1. The Worship Director reports to the Senior Pastor.
2. As a member of the larger pastoral and staff team, the Worship Director will participate in staff and pastoral team meetings as well as Church Council and congregational meetings as required by the agenda.
3. Working hours are variable depending on the requirements of the position and the personal schedule of the successful candidate.
4. The Worship Director works closely with a number of established committees and ministry groups:
 - Staff and Pastoral Team
 - Worship Leaders and Music Team Leaders
 - Special Music Committee
 - Technical Services Team and Worship Production Team
 - Visual Arts Team
 - Ushers and Hosting Team

How to Apply

Please submit a cover letter and resume by email to. Applications will be processed as they are received. For more information about our congregation, please see our website at fgmb.ca.