

Grace 242 Worship Shepherd Position Description and Terms of Employment

Shepherd of Worship Purpose:

To faithfully serve Christ; to shepherd the people in corporate worship; to cultivate a spirit of creativity; to strengthen our overall ministry through faithful, excellent worship.

Core Leadership Competencies:

Spiritual Vibrancy: Lives as a devoted follower of Jesus; actively growing in faith and knowledge of the Lord, the Bible, and the ministry of the Gospel; prays with personal devotion; practices regular spiritual disciplines; demonstrates integrity by walking the talk, and by responding with constancy of purpose; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.

Attention to Detail: Consistently attends to the many small pieces which must be assembled into an organized whole; follows up on missing or out of balance items; resolves unanswered questions needed to address a problem; keeps the larger picture in mind while tending to the smaller details.

Personal Resilience: Can effectively cope with change and uncertainty; can shift gears comfortably; can decide and act without having the total picture; is not upset when things are up in the air; can comfortably handle risk; is flexible.

Team Orientation: Demonstrates interest, skill and success in team environments; promotes group goals ahead of personal agendas; leads the team successfully through difficulties and challenges, including conflict, diversity and creative differences; creates strong morale and spirit in his/her team.

Worship Leadership: Designs and leads worship experiences in which people encounter the presence of Jesus; stewards the gifts of the people for them to share in worship; has working knowledge of effective worship tools/programs/technology/software; exhibits competent musical ability to teach, arrange and lead the worship team in congregational singing.

Ministry Responsibilities:

1. **Shepherd** other shepherds; recruit, equip and manage people to serve on the worship team; create a community that goes beyond preparing people to serve, it includes equipping the team to care for the needs of one another. Do some of the work, and equip other people to do most of the work.
2. **Cultivate Creativity** in worship planning. Expand the congregation's song inventory, reviewing older hymns and songs, exploring new songs and worship expressions. Special attention shall be given to how our worship ministry engages the unchurched. Brainstorm with pastors and worship team members.
3. **Coordinate the Details.** Manage the timely and successful coordination of each worship service; communicate details and expectations; regularly oversee and evaluate software and hardware tools. This includes oversight of on-line worship planning database, sound system and tech, and training and oversight of the creation and execution of ProPresenter media.
4. **Play for the Team.** Cultivate love and friendship with the staff and leadership teams. Participate in staff meetings and retreats. Step up and help ministry teams and initiatives that may be outside of the core worship ministry responsibilities.

Qualifications:

1. Strongly affirms Grace 242's Mission Statement and Core Values, and the theological tenants, vision and mission of the Covenant Order of Evangelical Presbyterians.
2. 2 years experience in worship ministry, including primary leadership.
3. Competent musical ability to play guitar or piano, read music, teach and arrange songs to fit the ability of the worship team and/or the congregational context.
4. Demonstrate a working knowledge of worship technology, software and programs.

Expectations:

1. A typical week will include 12-15 hours of ministry.
2. Plan, rehearse and prepare worship team members to lead the congregation in worship. On week's when the Worship Shepherd is away, they shall prepare the team to lead in their absence
3. Manage the creation and running of all media resources for worship. Familiarity with PowerPoint, ProPresenter and Keynote very helpful.
4. Shepherd and disciple worship team members as appropriate. This includes meeting them for coffee and/or meals.
5. Active participation in staff and leadership meetings as available.
6. Annual reflection of ministry for evaluation and goal setting, done in partnership with the Head of Staff.

Accountability:

1. Accountable to Christ, the True Head of the Church, to His Word and His Spirit.
2. Accountable to Lead Pastor as Head of Staff.