**JOB DESCRIPTION: Director of Worship and Faith Formation**

**Worship Director Responsibilities (approximately 70 – 80 percent of the job):**

* Recognizes, appreciates, and embraces a blended expression of creative worship practices from both traditional Lutheran and modern Christian resources to enhance congregational engagement.
* Works with the Lead Pastor to plan yearly worship themes, feast days, and all other special liturgical services.
* Designs and implements worship services that are guided by the Revised Common Lectionary and the Lead Pastor ensuring that the worship theme is integrated throughout all aspects of the service and aligns with the church’s mission and vision.
* Develops and manages the worship ministry budget.
* Oversees the design and production of visually engaging materials for slide presentations for worship and other presentations.
* Oversees the maintenance and operation of musical instruments, AV equipment, and supplies.
* Recruits, trains, mentors, and supports both paid and volunteer worship leaders, musicians, and youth in their leadership roles as needed. Delegates tasks to support staff when appropriate to ensure cross-training.
* Seeks creative ways to engage children and youth in worship leadership roles.
* Oversees all worship services to ensure each is spiritually enriching, joyous, inclusive, and welcoming to all congregation members; oversees and coordinates all technical and aesthetic aspects of both modern and traditional services.

**Faith Formation Responsibilities** **(approximately 20 - 30 percent of the job):**

* Works with the Lead Pastor and Faith Formation Team to nurture children, youth, and adults in faith and spiritual growth
* Working with the Lead Pastor, recruits Faith Formation Team members and program leaders as needed for children, youth, and adult ministries.
* Provides spiritual guidance and care by offering prayer, encouragement, and support to all students, Faith Formation Team members, and teachers, as appropriate.

**SKILLS AND ATTRIBUTES:**

* Understands and supports the church’s mission and core values.
* Fully embraces and actively supports the welcoming and affirming nature as stated in the congregation’s Welcome Statement; generates a sense of hospitality and availability.
* Shows strong personal depth and spiritual grounding; nurtures a rich spiritual life in self and others; seeks the ongoing wisdom and guidance of appropriate mentors.
* Has a strong understanding of worship theology and practices.
* Is comfortable speaking to the congregation and may perform musically as part of the worship service.
* Has knowledge of a wide range of worship styles, from traditional hymns to modern Christian music.
* Can engage and inspire the congregation through worship and can adapt to its needs; is comfortable being flexible and always prepared to pivot or change.
* Exhibits excellent organizational and time management skills, attention to detail, and the ability to work under pressure.
* Is self-motivated with a professional demeanor and a willingness to be part of the team; actively promotes group goals ahead of personal agendas; shares credit for success and responsibility for team failures.
* Has experience recruiting and managing volunteers and can work collaboratively with a diverse team.
* Is committed to ongoing professional development and growth in worship leadership; seeks out programs and offerings to enhance personal and spiritual growth.
* Is an excellent oral and written communicator.

**Working Relationships**

* The Director of Worship and Faith Formation is a full-time member of the LCGS staff and is directly supervised by the Lead Pastor.
* The Director supervises part-time AV and childcare staff, and music staff including a Choir Director, a Handbell Choir Director and a pianist/organist.
* The Director supports the volunteer Faith Formation Team.
* The Director supports and assists other staff members.

**Position Minimum Requirements and Qualifications**

* Bachelor’s degree in music, worship leadership, worship arts, theology, or related field.
* Two years of experience in worship planning and production.
* Proficiency in music including singing and playing an instrument/s.
* Strong computer skills with Microsoft Office products, media editing/player programs, ProPresenter and other position-related software including that used to produce weekly live-streaming.
* Experience in teaching and Faith Formation is desired.
* Must have a desire to serve and demonstrate an attitude of genuine care for all of God’s people; the successful candidate will feel a calling to worship and will model an ever-growing relationship with Christ
* While a specific denominational background is not required, a familiarity with the ELCA Lutheran Church is strongly preferred. Good Shepherd is an open and affirming congregation and is a Reconciling in Christ (RIC) partner.