

WORSHIP DIRECTOR

POSITION PURPOSE: The Worship Director leads Orangewood Church's worship ministry with theological depth, musical excellence, and a focus on congregational participation. This role plans and executes worship services that reflect the gospel, support the preaching of the Word, and create space for the congregation to respond in worship.

SUPERVISES: Technical Director, Assistant Music Director, Musicians/Vocalists

DIRECT REPORT: Executive Director

EMPLOYMENT TYPE: Full time (Schedule available for discussion)

JOB DESCRIPTION: The Worship Director is responsible for planning, preparing, and leading worship services. This includes coordinating with pastors, overseeing the tech and worship teams, arranging music, and leading rehearsals and services. The Worship Director ensures that worship is Christ-centered, theologically rich, and executed with excellence and intentionality.

QUALIFICATIONS & REQUIREMENTS >>

EDUCATION

Bachelor's degree in Music, Worship Arts, or Theology is highly preferred, but substantial experience in worship leadership will be considered.

EXPERIENCE & SKILLS

- Proven experience leading worship in a church setting.
- Strong musical skills, including arrangement, rehearsal leadership, and vocal/musician direction.
- Understanding of liturgy and theological principles of worship.
- Ability to lead both spiritually and musically.
- Proficient with worship technology including, multi-track sessions, confidence monitors, and planning tools.
- Strong relational and communication skills with volunteers and staff.

REQUIREMENTS

- The Worship Director must be an active member of Orangewood Church.
- All employees must be evangelical Christians, committed to performing their duties in accordance with the stated mission of the church, OC Employee Handbook, and the Westminster Confession of Faith.

COMMON "PATHWAY" FOR ALL EMPLOYEES

As a team, as individuals within a team, in your area of specialty, and in collaboration with the staff team as a whole—build easily and at-all-times-accessible on-ramps for both long-time and new OC members/attendees, as follows:

Gather

Contribute to increased traffic of non-churched residents (chiefly non-Christians, de-churched people, and new residents) into OC corporate worship services.

Shepherd OC members and attendees to increase the frequency of their Sunday worship attendance and engagement.

Contribute to increased engagement of members and regular attendees in private worship involving consistent/near-daily Bible reading and prayer.

Connect

Contribute to increased numbers and percentages of members/regular attendees who are meaningfully engaged (connecting at least two times per month) in a smaller community within the church.

Serve

Contribute to the increase of regular member/attendee involvement and volunteerism in the church, especially on Sunday mornings and within your ministry area—thereby strengthening OC as a "staff-led, volunteer-run" church.

Help all members/attendees under your influence to engage meaningfully and enthusiastically in all-church gatherings, all-church outreach initiatives, etc.

Through regular pursuit, recruiting, and equipping, contribute to the continual growth of OC's volunteer servant pool—always aiming to "turn strangers into friends, friends into family, and family into empowered servants and leaders."

PRIMARY RESPONSIBILITIES >>

In all responsibilities, the director should be focused on leading the church to live into our mission of *inviting every person into the life-changing story of Jesus* and further the vision of calling our people into a life that is gospel centered, formation-focused, and mission-seeking.

WORSHIP PLANNING & EXECUTION

- Plan weekly and seasonal worship services with intentional flow and theological depth.
- Coordinate with pastors, tech team, and worship team to execute services with excellence.
- Arrange and set music, write charts, and prepare multi-track sessions as needed.
- Lead rehearsals and provide direction to all participants.
- Lead worship during Sunday services and special events.
- Shape and shepherd the liturgy to reflect the gospel and encourage congregational participation.

TEAM LEADERSHIP & DEVELOPMENT

- Overseeing the scheduling and management of musicians, vocalists, and tech team.
- Cultivate team ownership and preparation by setting clear expectations for each role.
- Empower team members through delegation and training for long-term ministry health.
- Provide coaching and feedback to help team members grow in skill and confidence.
- Encourage a spiritually healthy, unified, and mission-aligned worship team culture.

TECHNOLOGY & MUSICAL EXCELLENCE

- Oversee the technical side of worship in collaboration with the Technical Director. This includes lighting, sound, and livestream, ensuring they support and enhance the feel of the room with the intent to call our congregation into meaningful worship of God.
- Oversee streaming engagement of our congregation – work to convert congregants from live stream to in-person attendance.
- Manage the stewardship of all tech and AV equipment to balance cost with the need to effectively lead worship on Sunday.

NEAR-TERM MINISTRY GOALS >>

Raise the bar on team preparation and attention to detail.

- Clarify expectations for team roles.
- Provide feedback loops and positive reinforcement.
- Success means a unified, distraction-free worship experience.

Increase stage presence and congregational engagement:

- Coach vocalists on posture, presence, and engagement.
- Improve confidence monitor and related tools.

Explore moving to more live musicians:

- Assess the feasibility of reducing reliance on tracks.
- Explore adding volunteer or budget-supported positions.

HOW TO APPLY >> Please send cover letter and resume to **Andrew Lockhart** | **Executive Director** | alockhart@orangewood.org

All of the above duties and responsibilities are essential job functions for which reasonable accommodation will be made. All job requirements listed indicate the minimum level of knowledge, skills, and/or ability deemed necessary to perform the job proficiently. The position description should not be construed as an exhaustive statement of duties, responsibilities, or requirements. Employees may be required to perform any other job-related instructions as requested by their supervisor, subject to reasonable accommodation.