



JOB DESCRIPTION

TITLE: WORSHIP DIRECTOR

Approved: May 2022

PURPOSE: Glorify God by providing leadership to the congregation in both corporate and individual Christ-centered worship in fulfilling Cherrydale's mission and vision.

QUALIFICATIONS:

1. Exhibits character qualities in I Timothy 3:8-12; Galatians 5:22-24; and Acts 6:4.
2. A committed member of Cherrydale Baptist Church who agrees with and supports Cherrydale's Statement of Faith, core values and vision.
3. Demonstrates ability and passion in:
 - a. Worshiping God through music and encouraging others to do the same;
 - b. Planning and leading worship services that help us to treasure God;
 - c. Leading and building community among a team of vocalists and musicians; and
 - d. Working collaboratively with the congregation, pastors, elders, staff, ministry leaders, and volunteers.

SALARY AND BENEFITS:

1. Tier 2 salary range and staff allowance
2. Health insurance
3. Two-three weeks of vacation depending on experience
4. One week of conference or planning leave

ORGANIZATIONAL RELATIONSHIPS:

1. Directly responsible to the Lead Pastor.
2. Ongoing coordination with other staff members to fulfill the responsibilities below.
3. Reports to the Elder Council as required and annually in writing to the congregation.

RESPONSIBILITIES:

1. Worship (75% of responsibilities)
 - a. Encourage a biblical understanding of worship among the congregation consistent with our statement of faith and our "Biblical Principles for God-centered worship."
 - b. Coordinate with the preaching team, worship planning team, and worship leaders to ensure worship services glorify God, re-present the gospel, and assist our church in adoring our God.
 - c. Develop a strong sense of teamwork and community among fellow worship leaders and worship team members.
 - d. Help members to develop their musical giftings and encourage their desire to worship God.
 - e. Work to provide consistency in our worship services while maintaining creativity and an appreciation of the diversity within the Body of Christ.

- f. Strive for musical diversity in style, presentation (including bands, acoustic sets, choirs, orchestras, etc.), song choice to reflect our diverse church family and heart for the nations.
 - g. Foster worship in corporate settings outside Sunday services (e.g., Sunday Classes, Bible Studies, Members Gatherings, Funerals, etc.).
 - h. Partner with youth and children's ministry to plan for regular and special worship opportunities for these groups to worship and help lead the church family in worship such as choirs, concerts, and musicals.
 - i. Plan and lead occasional worship and prayer gatherings for the church family.
 - j. Solicit ongoing input from ministry leaders, staff and congregation.
2. Perform other duties as assigned by the Lead Pastor or Church Administrator such as administration, information and technology, communications, and other areas of giftedness. (25% of responsibilities)
3. Update job description annually with the Lead Pastor and Elder Council.

CHERRYDALE PRINCIPLES OF CONGREGATIONAL WORSHIP

THEOLOGICAL FOUNDATION

God-pleasing worship:

1. Celebrates God's redemptive story as it is revealed throughout Scripture: creation (Gen. 1-2); the fall into sin (Gen. 3); redemption (Jn. 3:16, Jn. 5:39, Lk. 24:44-47); consummation (Rev. 21);
2. Manifests an openness to the moving of the Spirit: (2 Cor. 3:17, 13:14);
3. Is an essential spiritual practice, individually and in gatherings of believers (Mk. 12:30, Heb. 10:25);
4. Is Christ-centered, reminding us of our sin and our ongoing need for the Savior (Rom. 3:23);
5. Celebrates the work of all three Persons of the Trinity (2 Cor 13:14):
 - God the Father – Creator of the universe (Genesis 1:1)
 - God the Son – Redeemer (Col. 1:13-14); Intercessor – (Romans 8:34); coming King (Mark 13:26-27);
 - God the Holy Spirit – convicts of sin (Jn. 16:8-11); seals the believer eternally (Eph. 1:13-14); Comforter (Jn. 14:16); Teacher (Jn. 14:26);
6. Shapes our hearts through both the Word and the Spirit (Eph. 5:17-21, Col. 3:16-17);
7. Involves both the intellect (sound beliefs) and the heart (affections), and is not healthy or complete if either is neglected or minimized; God is spirit, and those who worship Him must worship in spirit and truth." (Jn. 4:24)
8. Is celebrated in language that both believers and unbelievers can understand (1 Cor. 14);
9. Illustrates both the unity and the diversity of the Body of Christ (Eph. 4:3—6);
10. Provides a glimpse of the present and eternal worship of heaven: (Rev. 5:11-14)

PHILOSOPHICAL PRINCIPLES

1. Worship leaders are *lead worshipers*; they strive to worship as they lead;
2. Worship leaders are both servants of God and ministers of the congregation;
3. Worship leaders and preachers work together to plan a unified, Scripture-based theme for each worship service;
4. Those on the platform do not worship on behalf of (or in lieu of) the congregation; rather, they *lead* the congregation in worship;
5. It follows, then, that congregational worship should be highly participatory;
6. In order to participate fully in gathered worship, the congregation should be worshipping daily, and should regularly be encouraged to do so;
7. *Worship* and *music* are not synonyms; music is but one element of worship;
8. Though embedded in local culture, worship transcends culture and style;
9. Worship is a crucial part of our ongoing sanctification process; each time we worship, our desire to be more like Jesus, and to deepen in our relationship with Him, should intensify;
10. Worship should flow in multiple directions:
 - a. As we worship God, we seek to express and celebrate His wondrous attributes, as well as His redemptive activity in history; in turn, He speaks to us through the Holy Spirit, and invites us to respond to what He is saying;
 - b. At the same time, as we wholeheartedly engage in worship, we edify (instruct so as to spiritually improve or uplift) those around us, and they do the same for us;

11. Worship leaders should dress with a desire to honor God, so that their appearance is not a distraction;
12. Worship leaders should intercede for one another on an ongoing basis, as they engage in the spiritual battle that is worship leading (Eph. 6:10-19);
13. Worship leaders should be supported in prayer by the ongoing intercession of other leaders and the congregation.

MUSICAL CONSIDERATIONS

1. Lyrics should contain theologically sound biblical doctrine (see Cherrydale's Statement of Faith); note that the doctrines about which we sing are those pertaining directly to the attributes and glories of the Godhead and His redemptive actions in history, particularly the life, substitutionary death, resurrection and ascension of Jesus (see also p. 1, #8);
2. Melodies should be simple and engaging enough to be sung comfortably after a couple of exposures;
3. For the comfort of the congregation, vocal ranges should rarely exceed an octave and a fourth, say, from the A³ below middle C to D⁴;
4. When teaching new songs, the melody should be strongly emphasized; after a new song has been used a few times, harmonies may be added to musically enrich the song;
5. Any type of instrument may be used to accompany congregational singing;
6. Any instrumental accompaniment should solidly support, but not overwhelm, congregational singing.