



Job Description

Position: Executive Director of Worship Arts-

Reports to: Executive Pastor – Darrell Cloud

Schedule: Full-time (40+ hours/week); Salaried, Exempt, includes weekends

Employment

Classification: Executive Director (E)

Summary

Accomplish our mission of Helping People Find & Follow God through a senior leadership role that sets culture and direction for our church, focuses on evangelism and discipleship through church worship services and functions as a leader of leaders of leaders of teams to bless thousands of people with inspiring and relevant worship services.

Senior Leadership

Serve as a member of the Senior Staff of the church from a centralized leadership role to oversee church-wide Worship Arts music and production culture and oversee all worship services at the various physical sites of the church and through our online presence. Help create a church family that embodies the hope of the gospel.

Report to the Executive Pastor. Work closely with the Senior Pastor. Work alongside the other Senior Staff peer Executive Directors and Campus Pastors. As such, serve as a generalist to shape and influence the evangelism and discipleship culture of the church at large, while having specific areas of ministry oversight and responsibility.

Worship Arts

Oversee the culture, philosophy of ministry, Staff, teams, and budgets of the Worship Arts department of the church. Directly lead Worship Directors and Technical Directors to overseeing lay leaders, contractors, interns, and volunteers to produce worship services that help the church accomplish our evangelism and discipleship aims.

Coach and hold accountable the Worship Directors and Technical Directors to be spiritual leaders who set healthy culture by pastorally shepherding their lay leaders and teams. Coach and hold accountable the Worship Directors and Technical Directors to recruit, empower, and equip Team Leader-level lay leaders throughout the department.

Oversee music and production decisions for the worship services of the church, both in-person and online. Music oversight includes style and arrangement decisions and song selection and sequencing. Production oversight includes order of services and elements of services. Technical oversight includes stage design and video capture.

Oversee technical aspects of the worship services of the church, to include technology philosophy, budgets, vendors, equipment selection, and volunteer training. The Arts department also provides technical support for all events that happen in the church Worship Centers and for some events in other spaces in our church buildings.

Personally lead worship from time-to-time at one of our physical sites or online worship services for fun, for role modeling to the Arts teams, for further connection with our congregation, or to fill in for a Worship Director. Coach the Worship Directors and Technical Directors in the spiritual and practical aspects of effective church ministry.

Work closely with the Communications Executive and department. Communications oversees brand management, marketing strategy, video production, online media, logos and fonts, worship service invitation tools, signage, and graphics. Communications also oversees any print media or other items distributed in worship services.

Communications oversees sermon series branding and promotion and any videos and graphics in worship services. Communications also oversees interface with campuses and Campus Pastors for worship service announcements and any visual support for those announcements. Campuses lead baptisms, child dedications, communion, etc.

Work closely with the Senior Pastor. He has a key role in sermon series selection and naming and guest speaker selection. Work well with the Operations Executive who oversees worship service custodial and security. Work well with the Campus Pastors who oversee the Guest Services and Congregational Care parts of worship services.

Additional Requirements:

- Attend weekly campus/ministry staff meetings.
- Attend monthly All-Staff meetings.
- Affirm our Statement of Faith and be in theological agreement with The Compass Church and the Evangelical Free Church of America.
- Attend The Compass Church weekend worship services on a regular basis.
- Be a member or become a member of The Compass Church within 12 months of employment. (Spouse included if married.)
- Basic understanding of Microsoft Office.
- A willingness to take on other duties as assigned.