

## **Position: Director of Worship Ministry**

### **Position Summary**

The Director of Worship will lead Lakes Free Church in the many facets of worship and will recruit, train, and equip individuals for our worship ministry. The director will also oversee related administrative and operational functions of the church and effectively implement the church's ministry goals in an increasingly diverse, multigenerational setting.

### **Major Responsibilities**

#### ***Worship Leadership***

- Provide leadership and teaching in worship across all areas of the church body.
- Meet with the assigned preaching pastor prior to Sunday services.
- Plan and lead worship for Sunday mornings and special services (e.g., Good Friday, Christmas Eve).
- Collaborate with musicians and vocalists weekly to prepare for services.
- Identify and develop future worship team members and volunteers.
- Disciple and mentor worship team members spiritually.
- Oversee all worship elements: music, sound, video, lighting, drama, art/design, and events.
- Prepare and manage the annual worship ministry budget.
- Coordinate music for funerals and weddings with relevant staff.

#### ***Administration***

- Maintain Christ-honoring relationships with church leadership, staff, and congregation.
- Foster a healthy, encouraging team culture within worship ministries.
- Support the pastoral team in shepherding and teaching.
- Organize worship elements for weddings and funerals.
- Assist in developing and leading the church's vision for gospel impact.
- Support outreach to diverse in-person and online communities.

### **Working Relationships**

- Reports to the Executive Pastor and collaborates with the pastoral team.
- Member of the Worship Ministry Team; works with other boards and committees as needed.
- Annual review conducted by the Executive Pastor.



## **Personal Qualifications**

### ***Spiritual and Character Qualifications***

- Mature Christian meeting biblical leadership standards (1 Tim 3:1–7; Titus 1:5–9).
- Consistently walking with Christ and growing in faith and biblical knowledge.
- Dedicated student of the Bible with theological discernment in worship.

### ***Leadership and Ministry Skills***

- Proven leadership with sound judgment and ministry development experience.
- Passion for developing and managing people (staff and volunteers).
- Strategic thinker and collaborative team player.
- Heart for evangelism and missions.

### ***Musical and Technical Skills***

- Skilled musician/singer with the ability to lead both trained and untrained individuals.
- Proficient in reading music and understanding music theory and transposition.
- Comfortable leading worship in various settings.

### ***Commitment to Church Values***

- Agreement with the Statement of Faith and Core Beliefs of Lakes Free Church.
- Willingness to abide by the church's constitution, by laws, and policies.

## **Salary and Benefits**

This is a full-time (40 hours/week) position. Holidays, vacation, and other benefits are outlined in the staff policy manual. Compensation will be determined based on qualifications and relevant experience, in alignment with church policy and budget.

## **How to Apply**

Submit the following application documents in Word or PDF file format.

- Letter of interest – Include the earliest date you would be available to start.
- Current resume – Include the contact details that allow us to contact you confidentially.
- Three references – Include at least one professional and one pastoral reference.  
References will be contacted at the conclusion of the application process.

Email documents to: **search@lakesfree.org**  
Worship Director Search  
c/o Pastor Barry Holst, Executive Pastor

Applications will be accepted and reviewed until the position is filled. All applications will be handled confidentially.