

**CORNERSTONE CHURCH**  
*Job Description*

**Title:** Worship Director, Cokato Site  
**Status:** Salaried, Full-time

**Reports to:** Cokato Site Director  
**Updated:** August 2019

## MINISTRY DESCRIPTION

The Worship Director will serve as the main Worship Leader in addition to a “second face of the church” for the congregation, under the direction of the Site Director. Cornerstone’s Cokato site is one year newly launched and a still mobile, second campus to our Litchfield site. As a startup site, the Worship Director will serve along-side Site Director in providing leadership, scheduling, and general oversight to other ministry areas closely associated with the Sunday morning experience. Such ministry areas could include, but not be limited to: Tech Teams, Guest Services, and Setup/Tear Down Teams.

The Worship Director, in collaboration with the Site and Technical Directors, will serve towards meeting the needs of a diverse community by leading, planning, organizing and teaching the worship ministry of Cornerstone.

The Worship Director will serve under the Programming Team to create worship experiences that inspire, enable, educate, encourage, and challenge both believers and those who are seeking, to explore and deepen their understanding of a relationship with Jesus.

## RESPONSIBILITIES

### Mission, Vision, Values and Strategy

- Serve as a “second face of the Church” to champion the mission, vision, values and strategy of Cornerstone Church and the worship ministry.
- Serve as a catalyst in continuing the ongoing vision and direction of worship.
- Develop and implement strategies for spiritual transformation and growth within the worship ministry.
- Recruit, train and equip leaders and team members within the worship ministry on local site along with collaboration from other site leaders.
- Together with appropriate staff members (i.e. worship, technical, media, communications, etc.), creatively construct reach others for Christ, no matter where they are on their walk.
- Develop talented site volunteer teams in multiple areas (i.e. musicians, AV/tech, media, communications).
- Responsible for development and oversight of the local site worship ministry budget.

### Worship and Services

- Weekly programming expectations include personally, lead worship, on stage 80% of the time (i.e. 4 out of 5 Sundays). Recruit, train other worship leaders for the other 20%
- Provide vision, leadership, and training to the worship ministries, which can include the worship band, technical, media, communications, and creative arts ministries.
- Coordinate and plan worship services, including but not limited to scheduling volunteers, preparing music, organizing rehearsals and incorporating both visual & creative arts into services.
- Work with a programming team in selecting appropriate music, media and other creative elements.
- Coordinate and lead rehearsals for the band, vocals, visual arts and technical support for services.
- Coordinate media and branding campaigns for effective outreach.
- Consistent contact & appreciation meetings/events for volunteers and teams.

## Pastoral and Office Staff

- Have a cooperative, healthy and motivating relationship with pastoral and office staff, volunteers and ministry leaders. Leader and encourager of people, able to inspire loyalty and gain the respect of one's peers.
- Attend and contribute positive creative energy to staff meetings and relevant ministry functions. Those functions to include services & media needs not related to Sunday morning worship (i.e. outreach events, baptism, prayer concerts, special celebrations, branding/advertising initiatives, etc.).
- Contribute to a healthy and fun team environment as you work closely with multiple staff members.

## Personal

- Pursue spiritual vitality and professional growth via personal study, reading & attending seminars, and maintaining an attitude of life-long learning.
- Commitment to continued growth in personal & professional ministry.

## **POSITION REQUIREMENTS**

### Personal Qualifications

- Strong desire to reach the lost and broken who do not have a relationship with Jesus.
- Demonstrates spiritual maturity and character consistent with biblical requirements of leadership.
- Leadership skills for worship team development, evidenced by a servant leadership style of ministry and a team mentality.
- Exhibits a strong, consistent and growing personal relationship with Jesus Christ and evidenced in personal relationships.
- Committed to the church, a life of prayer, personal work ethic, compassion, and a heart for people.
- Strongly committed to the authority of scripture and pursuing both personal & corporate spiritual growth.
- Must be a decisive, strong self-starter, who enjoys adapting to the challenges of a fast paced and ever-improving work environment.
- Extroverted personality that tends to "light up the room". Smile!

### Experience and Skills

- Previous experience in leading worship in variety of church settings: church plant or start up mode; medium to large, single site church; multi-site church model.
- Exhibit exceptional performance gifts, both vocally and instrumentally (lead well with 1 instrument- guitar, piano, keyboard, etc., with moderate proficiency in another instrument is preferred).
- Possess a strong stage presence and the ability to speak well from the worship platform (welcome, prayer, worship thoughts, communicating values, etc.).
- Proven track record in leading corporate worship, evidencing giftedness and spiritual fruit with an ability to use a contemporary musical style, media & creative arts to minister to God's people.
- Ability to transpose and create vocal and instrument arrangements.
- Working knowledge of various tech systems associated with Sunday morning experience –Sound, Lighting, and Video systems.
- College degree preferably with music emphasis or equivalent experience.
- Strong directing skills and team building experience.
- Ability to develop others that will help bring energy to both attenders and various volunteers in the worship programs.