

Church Worship Director – Crossroads Church

Purpose

Crossroads Church is seeking a Worship Director to lead the congregation in meaningful and authentic expressions of Christ-centered worship; to recruit, equip, and shepherd musicians and vocalists; and to prayerfully plan and execute Sunday and special services that create an engaging and spiritually enriching environment. This position in collaboration with the Lead Pastor and Tech Team, the Worship Director will help cultivate worship experiences that inspires and uplifts the body of Christ.

Reports To

Lead Pastor

Hours & Compensation

Part-time, approximately 12 hours per week (schedule flexes with church seasons and ministry needs). Annual compensation ranges from \$15,000–\$19,500, depending on experience and demonstrated capabilities.

Key Responsibilities

Worship Leadership & Planning

- Plan music for Sunday and special services in consultation with the Lead Pastor; align songs and elements with sermon themes.
- Direct and lead the Worship Team during services; incorporate contemporary songs, hymns, and creative liturgical elements.
- Plan special music (preludes, postludes, prayers, solos/ensembles) that enrich the worship experience.

Team Development & Shepherding

- Recruit, mentor, and disciple volunteer musicians and vocalists; nurture a culture of participation and excellence.
- Schedule, conduct, and lead rehearsals weekly (or as agreed) to prepare for services and events.
- Encourage member participation (solos, duets, ensembles) and continually seek to add skilled team members.

Coordination & Communication

- Collaborate closely with the Lead Pastor, staff, and Tech Team to integrate themes and ensure quality audio-visual support.

- Publish monthly rehearsal and special event schedules by the date set by the Church Administrator.
- Maintain timely communications with Worship Team members via email, text groups, and/or Church Center.

Administration & Compliance

- Review, select, and procure music for church use; maintain records of music used and related permissions.
- Ensure compliance with music copyright laws (e.g., CCLI reporting and required royalties).
- Assess instrument/equipment needs; maintain and manage musical equipment and supplies; propose annual Worship Ministry budget by November 15.
- Complies with church bylaws, Personnel Policy Handbook, and applicable Policies and Procedures.
- Abides by the Crossroads Church Worship Philosophy (12/02/2025). Coordinates worship/music programs with the church events calendar and other ministry leaders.

Meetings

- Participate in weekly staff meetings (as requested) to coordinate service themes and schedules.
- Meet quarterly with the Elder Team and annually for ministry assessment and performance review.
- Coordinate annually with Facilities Trustees and Tech Team on maintenance and equipment proposals.

Skills and Qualifications

- Mature, committed follower of Christ; member of Crossroads Church (required).
- Pass a background check (required).
- Strong vocal ability and proficiency on guitar and/or piano (highly desired).
- Ability to read music and understand music theory (highly desired).
- Knowledge of a wide range of worship genres and current worship music (highly desired).
- Demonstrated leadership with strengths in administration, organization, and communication (required).
- Ability to recruit, train, schedule, and lead volunteers across music and tech (required).
- Collaborative, energetic, and able to receive and process feedback in healthy ways.