



Worship Arts Director

Summary: *Facilitates encounters with the Living God where people leave with the hope of the gospel echoing within them!*

Reports to: Lead Pastor

Supervises: Team of 70+ volunteers

FLSA Status: Salaried/exempt

Hours/General Schedule: Full-time; Monday -Thursday & weekends

Essential Functions:

- Oversees the Worship Arts ministry for two (2) Saturday and two (2) Sunday worship gatherings, student ministry, weekend children's ministry worship, and special TMCC events
- Participates in teaching team meetings; collaborates with the team to develop creative arts projects and worship experiences that will move the vision and mission of TMCC forward
- Sets the vision, direction, and purpose for specific projects to be completed by the Worship Arts ministry teams; elevates TMCC weekend worship gatherings by implementing best practices
- Invites, shepherds, develops and schedules high-performing teams & individuals; includes worship leaders, creative arts experts, production personnel, and communion team members for the weekend gatherings and TMCC special events; also invites, shepherds, develops and schedules children's & student ministry worship team leaders
- Strives to replace himself through developing a strong team of worship leaders who will go beyond "just filling in for the main guy"; creates a year-long worship leader curriculum; develops a worship leadership pipeline and mentors team members through the process; includes Identifying and leading 2-3 student worship leaders through the process; plans, organizes, and schedules auditions, rehearsals, conferences, workshops, musical training, quarterly song writing events, spiritual formation sessions, and coaching sessions
- Creates a worship environment that attracts and engages attendees; includes ensuring clean, organized presentation of the sanctuary and that platform designs are regularly updated to appeal to TMCC target group
- Uses the latest creative arts tools to innovate the worship experience and increase the excellence of audio/visual production
- Manages Worship Arts ministry area technology & equipment which includes, but is not limited to, inventorying, organizing and making recommendations for updates and improvements, as needed
- Oversees and gives assistance to church wide audio visual projects; plans all audio, lighting and visual systems for current facilities and new facilities in the future

Non-Essential Functions:

- Writes original worship songs that fit TMCC's culture and inspire the congregation to worship God
- Attends a student ministry gathering at least once a month to assess and evaluate how student worship leaders are doing so they can be coached towards improvement
- Creates order of worship in Planning Center
- Assists with video and podcast editing, as needed

Professional Qualifications:

- Degree in Music Theory or related area (with expertise in music theory); ministry degree preferred
- Three (3) to five (5) years of progressive experience leading worship for a church with evidence of growth in the role; experience leading in a church of 700+ most preferred
- Proven ability to connect theology to overall worship experience
- Excellent vocal skills with mastery of a chosen instrument
- Demonstrated ability to develop individuals and create high-performing teams
- Experience using presentation applications as well as scheduling and church management systems; experience with applications such as Pro Presenter, Planning Center Online, and FellowshipOne preferred
- Highly creative with ability to innovate with minimal coaching and supervision
- General knowledge of soundboards and other audio equipment (and/or a willingness to learn)
- Familiarity with complex lighting systems with willingness to learn TMCC's particular system
- Must be familiar and comfortable with the current style of songs TMCC uses with willingness and flexibility to adjust song/music styles as needed to remain relevant and aligned to TMCC's target audience
- Basic graphic design, video creation & editing skills and/or a willingness to learn
- Basic knowledge of set & lighting design with basic knowledge and willingness to learn media production
- General administrative & project management skills including ability to schedule teams and manage projects through to completion (on time and within budget)

Personal Qualifications:

- Demonstrates "three loves" (in this order): love for God, love for people, and love for music
- All ministry flows from the reality of his/her own life
- Must be a TMCC Ministry Partner or willing to become one within three (3) months with a goal of becoming a "fully engaged" Ministry Partner within 12 months
- Helps fulfill TMCC's purpose, mission, vision, values, and axioms
- Cultivates a private life that bears godly fruit with the humility of one who is saved by grace
- Adheres to traditionally accepted Christian ethic as defined in the Bible
- Has a heart for and strong call to serve the residents of this culturally diverse community of over 46,000 (including the neighboring military base)
- Maintains generally accepted casual business attire for TMCC and Sierra Vista
- Is punctual and timely in arrival and consistently fulfills job description
- Maintains confidential information and an environment that is free of unwholesome words and behavior
- Adheres to Christ's example of being a servant-leader, putting the needs and well-being of others first while communicating honestly with your supervisor what you need to fulfill your responsibilities with excellence and joy
- Connects with other church members
- Active prayer life (prays through people in their ministry area by name)

- Has a pastor's heart and a team player attitude

Working Conditions

Some of the work for this role will be performed in a typical office setting where the noise levels are generally quiet. However, the majority of the role requires interacting with large groups of individuals in an environment where noise levels may be quite loud. The role requires ability to work weekends and some evenings.

Physical/Mental Demands

Requires ability to hear and distinguish tones with ability to sit/stand for long periods of time, walk, reach and lift up to 40 pounds perform basic office administrative functions including reading, typing, copying and speaking on the phone. Ability to focus and interpret data. Requires working around equipment where the noise levels are usually loud.