

**Position Description for a Minister of Worship and Arts
Trinity Lutheran Church
Stevens Point, Wisconsin**

Purpose and Vision for Trinity Lutheran Church Worship and Music Program

Purpose

The music and arts ministry of a church exists for two primary reasons. The first is to bring out the voice and the engagement of the worshipers. The vocal and instrumental roles lead people in singing and help them find a voice for their own praise. The second purpose is to provide elements of praise and worship that are beyond the scope of what the worshiping members can provide. Some music and art requires rehearsal and more than average skill. The choirs and instrumentalists rehearse and perform so as to add engaging elements to services of worship. When the groups perform in worship, it is no “*mere* performance” which emphasizes the players’ and singers’ talents. It is godly performance that exists to draw people into an encounter with their Creator.

Vision

Like all elements of Trinity’s ministry, the music and arts program strives for excellence in serving God’s people in the Central Wisconsin region. In drawing upon the vast musical and artistic resources in the congregation, in this area, in our schools, and through the university, we are living into God’s call to flourish in the place where we are planted. We strive to nurture and sustain a distinguished program, not for reasons of congregational pride, but because we seek to draw upon the gifts and talents that God has placed abundantly within our reach. A distinguished program also engages the congregation and the community: it fosters bolder singing and spirited worship, it maintains creativity and interest, it draws in musicians and artists of all ages in the joyful activity of praising God, and it witnesses to the Gospel in ways that amplify within, and expand beyond the walls of the congregation.

Minister of Worship and the Arts Position Description

Trinity Lutheran Church seeks to hire a Worship and Arts minister who will serve as a member of the Trinity staff, providing leadership and oversight to the worship, artistic, and musical ministries of the congregation.

Reports to the Sr. Pastor

Schedule: A year round position, with funding and time for vacation and continuing education (details to be determined)

Key Responsibilities

- Work closely with the Sr. Pastor in developing a vision for and maintaining a vibrant worship, music, and arts program in the congregation
- Manage the worship and arts ministries of the congregation
- Lead congregational song and build community by being a guiding presence in front of the congregation
- Attend weekly staff meetings and weekly worship planning and evaluation meetings
- Work with a worship planning team (pastor(s), artists, and musical leaders) to set seasonal worship plans

- Maintain a list of gifted musicians and artists of all ages in the congregation (and beyond); and schedule their regular participation in worship
- Direct and develop the adult choir and provide oversight to the directors of other choirs and musical groups
- Direct and develop the worship band and schedule involvement of band participants
- Along with the Sr. Pastor, instruct worship, arts, and music participants in the qualities of appropriate liturgical leadership
- Provide (or provide for) spiritual components during rehearsals
- Work with the pastor(s), organist, and other worship planners weekly to select music for congregational singing and ensemble worship performances
- Arrange music, as needed, to accommodate the changing needs of ensembles
- Recruit (and encourage recruitment of) participants in the worship and arts ministries of the congregation
- Improvise, as needed, both in execution of leadership roles and in regard to musical performance
- Work with pastor(s) and office staff to develop weekly worship bulletins and worship screen input
- Work with office staff to provide copyright management of congregational songs
- Maintain music libraries and supervise maintenance of all instruments
- Explore the possibilities for a choral and band internship ministry
- Oversee the worship, music, and arts budget
- Provide oversight and be the “direct report” for the organist/accompanist and all ensemble directors
- Maintain professional competency by practicing, performing, and attending educational opportunities

Desired qualifications:

- A bachelor’s degree, preferably in music
- Significant experience directing choirs and other ensembles
- Capacity to work with choirs in achieving excellence in vocal and choral technique
- Capacity to lead choirs, ensembles, and all people in support of the congregation’s voice in worship
- Effective interpersonal and communication skills
- Competence in managing budgets
- An appreciation of and facility with various musical idioms, such as traditional, classical, folk, contemporary, gospel, jazz, and international and multi-cultural music
- Willingness to learn and grow, and to develop with the Sr. Pastor a plan for annual job improvement and skill enhancement

Salary: to be determined, based on hours and experience: 20-32 hours per week desired

Leave and Professional Development: The Minister of Worship and the arts will have 4 Sundays off annually, as well as time and funding for professional development.